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1994

AGENDA OF THE MAYOR'S
RACE RELATIONS COMMITTEE

JANUARY 24, 1994

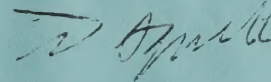
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Race Relations Committee

NOTICE OF MEETING

Mayor's Race Relations Committee
Monday, 1994 January 24
4:30 o'clock p.m.
Room 233, City Hall



Tina Agnello
Acting Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Minutes of Meeting held 1993 November 22.
2. **DELEGATIONS:**
 - (a) Duncan Gillespie, John Howard Society
 - (b) Bob Mason, Arts Project
3. Matters Arising.
4. Co-Chairperson's Report.
5. Sub-Committee Reports.
6. **Mayor's Race Relations Advisory Council** - Newspaper Article Re: Immigration Policies
7. Other Business.
8. Adjournment.

URBAN M.
JAN 1994
GOVERNMENT DOCUMENTS

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Sandra Wilson, Acting Co-Chairperson
Alderman M. Kiss
Monty Motomura
Harry Kandilas
Jacqueline Crerar
Marc Haas
Michael Webber
Geoff Small
Mel Madamba

Absent with regrets: Marlene Thomas Osbourne, Co-Chairperson
William Shaffir

Also present: Stella Glover, Secretary, Mayor's Race Relations Committee

Delegation

- (A) The Committee was advised that Mr. Duncan Gillespie, the Director of the John Howard Society would not be able to attend the meeting and would in fact attend the January, 1994 meeting.

At this point Sandra Wilson took the Chair during the absence of the Co-Chairperson and the temporary absence of the Chairperson.

Ms. Wilson introduced members of the Committee to visitors from Sheridan College.

1. Minutes of Meeting

The minutes of meetings held 1993 September 27 and October 25 were adopted as presented.

2. Matters Arising

(a) Ad Hoc Awards Evening

In response to a question from the Acting Chairperson, Mr. Motomura explained that because the Awards Evening had run at a loss in previous years it had been decided that members should buy their own tickets. He said only the Guest Speaker would be getting a free ticket.

(b) **Mount Olive Lodge**

Sandra Wilson advised the Committee that Marlene Thomas Osbourne and herself attended the Mount Olive Lodge Annual Banquet on Saturday, November 06, 1993 and gave a brief report, together with background, on the Mount Olive Scholarships and McMaster University Afro-Caribbean Students Mentorship Programme.

(c) **Quorum**

Marc Haas referred to the difficulty in raising a quorum at Committee and Sub-Committee meetings and said he therefore felt the Committee should look at encouraging members to improve their attendance records. Geoff Small referred to the same problem with the Ad Hoc Awards Evening Committee. Mary Kiss suggested that a letter be sent encouraging members to attend meetings. Mike Webber pointed out that the low attendance could be due to the lack of large issues facing the Committee and that this was a reflection on the work of the Committee. The Chairperson of the Membership Sub-Committee is to be asked to monitor attendance.

3. **Hill Park Cultural Awareness Committee**

Sandra Wilson reported on the Hill Park Cultural Awareness Committee which meets weekly during student's lunch time. She said she was impressed that the Committee was working together as a group and was planning different activities including contests where different cultural backgrounds were explored. Ms. Wilson raised the question of financial assistance from the Committee and the Committee agreed that they could be approached to co-sponsor future events rather than make a donation. It was noted that the Hill Park Cultural Awareness Committee was hoping to have a newsletter in the future. Ms. Wilson said the Committee was doing good work and felt that members who had contact with other schools should encourage them to adopt a similar format.

4. **Co-Chairperson's Report**

This item was tabled due to the absence through illness of the Co-Chairperson.

5. **Sub-Committee Reports**

(a) **Mayor's Race Relations Advisory Council**

Michael Webber reported for the Advisory Council and said that various community groups and resource persons had made presentations to the Advisory Council. He said it was hoped to go out to schools in the future and advise of the work of the Committee and encourage the setting up of Race Relations Committees in schools.

(b) **Media Sub-Committee**

Marc Haas reported for the Media Sub-Committee and advised that the next meeting would be held on December 03. He said at that time consideration would be given to the argument for free speech and invited anyone who is interested to please attend. He advised of an item to be dealt with with regard to a local poll and the Committee then discussed freedom of speech and a point at which a line had been crossed.

(c) **Mediation Sub-Committee**

At this point the Committee retired in camera to hear the Mediation Sub-Committee report from Geoff Small.

(d) **Budget Sub-Committee**

Mel Madamba gave the Budget report and presented the 1994 budget request for \$12,880.00, which was the same as the previous year. The Committee to adopt the 1994 budget request in the amount of \$12,880.00.

Ms. Madamba then gave a report on the expenditure from the Grant in the amount of \$7,425.31. She requested that the balance of \$1,874.69 be used for prepaid printing, costs for co-sponsoring outreach projects into the schools. Ms. Madamba said the Budget Committee will be working on a future grant application and hoped to have Race Relations Workshops for Committee/Advisory Council members. The Committee requested that the Public Awareness Sub-Committee take the initiative to undertake this project.

It was agreed that the balance of the Anti-Racism Strategy Grant in the amount of \$1,874.69 be used for prepaid printing, travelling and seminar costs for co-sponsoring outreach projects into schools.

(e) **Ad Hoc Awards Evening Committee**

Monty Motomura reported that the Awards Evening plans were progressing and that the Committee would be meeting shortly to select the winners.

6. **Other Business**

(a) **Remembrance Ceremony**

Sandra Wilson advised the Committee of the Remembrance Day Ceremony, organized by Rev. George Horton, at which Monty Motomura had been a speaker. She referred to the fellowship of the members of the communities at the Church and commended them.

7. **Adjournment**

There being no further business, the meeting then adjourned.

Taken as read and approved.

Sandra Wilson
Acting Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part outlines the various methods and tools used to collect and analyze data. This includes both traditional manual methods and modern digital technologies, highlighting the benefits of each approach.

3. The third part focuses on the role of human resources in the data management process. It discusses how training and development can enhance the skills of staff, leading to more efficient and accurate data handling.

4. The fourth part addresses the challenges faced in data management, such as data quality, security, and integration. It provides strategies to overcome these challenges and ensure the reliability of the data.

5. The fifth part discusses the importance of data security and privacy. It outlines the measures that should be taken to protect sensitive information from unauthorized access and breaches.

6. The sixth part explores the use of data in decision-making. It shows how data analysis can provide valuable insights that inform strategic planning and operational decisions.

7. The seventh part discusses the future of data management. It looks at emerging trends and technologies that will shape the way data is managed and used in the coming years.

8. The eighth part provides a summary of the key points discussed in the document. It reiterates the importance of a robust data management system for the success of the organization.

9. The final part includes a list of references and a bibliography. It cites various sources used in the research and provides information for further reading on the topics discussed.

CITY OF HAMILTON

- RECOMMENDATION -

DATE: 1993 November 29

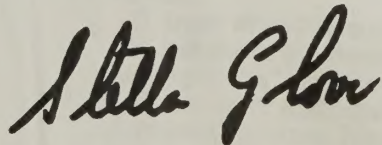
TO: Chairpersons and Members,
Mayor's Race Relations Committee

FROM: Stella Glover, Secretary,
Mayor's Race Relations Advisory
Council

SUBJECT: Newspaper Article

RECOMMENDATION:

1. That the Mayor's Race Relations Committee advise Burlington South MPP Cam Jackson of concerns with regard to a report in the 1993 November 22 edition of the Hamilton Spectator of his speech to a Burlington Church Group, and that Mr. Jackson be requested to supply the complete text of his speech.
2. That, following receipt of the text, Mr. Jackson be invited to attend a meeting of the Mayor's Race Relations Advisory Council, if so requested.



BACKGROUND:

At its meeting of 1993 Friday, November 26, the Mayor's Race Relations Advisory Council was advised of an article which appeared in the Hamilton Spectator on 1993 November 22 in reference to a speech by Burlington South MPP Cam Jackson, under the headline "Immigration tied to Crime: MPP".

After discussion, and bearing in mind that Mr. Jackson may have been misquoted, or his remarks taken out of context, the Mayor's Race Relations Advisory Council agreed that the complete text of Mr. Jackson's speech be requested.

cc: Mr. M. Webber, Chairperson, Mayor's Race Relations Advisory Council

THE JOURNAL OF THE
ROYAL ANTHROPOLOGICAL INSTITUTE

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The Journal of the Royal Anthropological Institute is a quarterly publication of the Royal Anthropological Institute of Great Britain and Ireland. It is the only journal in the world devoted to the study of human evolution and human variation. The Journal is published by the Royal Anthropological Institute, 21, BEDFORD SQUARE, LONDON, W.C.1.

Volume 100
Number 1
1970

Editor: Sir J. H. Huxley

The Journal is published quarterly, in January, April, July and October. The subscription price of the Journal (which includes postage) is £12.00 per annum in advance. Single copies are available at a special price of £3.00 each. The Journal is also available in a bound volume of four parts for £45.00 per annum in advance.

The Journal is published by the Royal Anthropological Institute, 21, Bedford Square, London, W.C.1. The Journal is also available in a bound volume of four parts for £45.00 per annum in advance.

For further information, please contact the Royal Anthropological Institute, 21, Bedford Square, London, W.C.1.

Immigration tied to crime: MPP

Asian community in Toronto cited in speech to church group

By RAY DI GREGORIO
Special to The Spectator

IMMIGRATION AND a worsening economy are two major reasons for Canada's crime rate, says Burlington South MPP Cam Jackson.

In a speech to a Burlington church group last night, the Progressive Conservative MPP, who has become a champion of victims' rights, identified Toronto's Asian community as an example of crime among immigrant groups.

"I'm sorry, but there's quite a bit of crime associated with new Canadians," said Mr. Jackson. "I don't mean to pick on them but, especially in Toronto with the oriental community, the level of crime is disproportionate to the immigration."

His comments were made as he listed various contributing factors to crime including a decline in the economy, the loss of discipline and structure in the school system and the continued victimization of women and children.

Mr. Jackson has in recent years lobbied for changes in the criminal justice system. He has introduced a private member's bill that would prevent criminals from profiting from their crimes through publicity. He has also tried unsuccessfully to have Ontario pass a victims' bill of rights.

After last night's meeting with about 30 people at St. Matthew's Anglican church, Mr. Jackson said that although it's considered unac-

ceptable to link crime and immigrant groups there should be more concern about crime within certain communities.

He said he has no evidence that crime is worse among new Canadians, but he suggested that some statistics should be gathered.

"When you won't show the statistics ... how are we going to know?"



Jackson

The reported gang violence in Toronto's Asian community should be raising alarm bells with government agencies, he said.

He also said that federal immigration officials and police forces should co-ordinate their efforts to identify criminals who enter the country.

Immigration officials are only concerned with how much money a person can invest in this country instead of inquiring as to where the money came from, he said.

"We're not calling the Singapore police and asking, 'did this guy make his money from drugs?' We're just saying lay your money on the line."

"There's a breakdown between federal immigration and our

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Immigration tied to crime MPP says

Continued from A1

provincial Solicitor General and our police."

Mr. Jackson spoke at the church as part of a series on social issues.

Willie Campos, president of the Halton Multicultural Council, said last night he's disappointed by Mr. Jackson's comments. They show a growing acceptance of right-wing views since the Reform Party became a force in Canadian politics, he said.

"I know when times are bad they are looking to the people they can easily pick on," said Mr. Campos.

"I just don't understand his (Mr. Jackson's) thinking. It's quite possible that crime has nothing to do with race and religion."

"I'm sure there are gangs among other groups including people from mainstream Canada."

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NOTICE OF MEETING

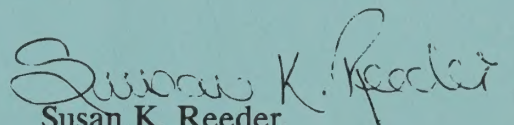
Mayor's Race Relations Committee

Monday, 1994 February 28th

4:30 o'clock p.m.

Room 233, City Hall

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FEB - 1994
GOVERNMENT DOCUMENTS


Susan K. Reeder,
Acting Secretary

Note: Your attendance is important. If you are unable to attend, please call the Secretary at 546-2753.

AGENDA

1. Minutes of the meeting held Monday, 1994 January 24th
2. Joint Presentation - Marc Haas, Chair of the Media Sub-Committee and Denise Giroux from C.A.R.D. - re: media proposal - Joint proposal by the Committee against racial discrimination and the Mayor's Race Relations Media Sub-Committee. (no copy).
3. Approval of invoice for \$150. for five tickets for the Char Chu Thompson Fundraising Dinner held at the Fortune Village Chinese Restaurant on 1994 February 4th.
4. Recommendation - Mayor's Race Relations Advisory Council - Systemic Racism in the Justice System.
5. Correspondence
6. Co-Chairperson's Report

Page Two
Mayor's Race Relations Committee

7. Sub-Committee Reports
8. Other Business
9. Adjournment

Monday, 1994 January 24
4:30 o'clock p.m.
Room 264, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Marlene Thomas Osbourne, Co-Chairperson
Alderman M. Kiss
Monty Motomura
Harry Kandilas
Jacqueline Crerar
Marc Haas
Michael Webber
Santokh Pooni

Regrets: Alderman F. D'Amico
William Shaffir
Geoffrey Small
Sandra Wilson
Mel Madamba

Also present: Scouter Ward, Resource Person, Anti-Racism Secretariat
Tina Agnello, Acting Secretary

1. Minutes of Meeting

The minutes of the meeting held 1993 November 22 were adopted as amended to add the following:

(a) 6. (b) Correspondence from Doug Farraway.

The correspondence from Doug Farraway was received for information purposes and forwarded to the Media Sub-Committee for review.

(b) That item 2 (c), second last sentence be amended to add the word "positive" in front of the word "reflection".

2. Delegations

Mr. Duncan Gillespie, Executive Director of the John Howard Society was present. He explained that his Society is a non-profit group; the largest criminal justice agency in Canada, which was established in 1932 and 1945 in Hamilton. He stated that his clients vary among people - they come from all walks of life and from all socio-economic status. He stated though that the clients do not reflect the cultural mix of the community, nor the mix which is present in the detention centres.

The Board of the John Howard Society is comprised of members of the community and they are presently dealing with the issue of how the agency fits in and services the community. The current clients are 71% English-Canadian, 2 1/2% Afro-American, 4% French-Canadian, 2 1/2% Italian, 4% Native Canadian and 2% Portuguese. He stated that the John Howard Society is not systemically racist but that society in general is racist and that that permeates into all aspects of society. They are dealing with the issue of whether agencies are putting up barriers or are people from different ethno-cultural backgrounds reluctant to come to use their services. He stated that the organization is interested in establishing some statistical proof that there is racism in the justice system.

In conclusion he stated that the John Howard Society, as part of the community, wants to be part of the solution.

In response to a question from Mr. Pooni, Mr. Gillespie advised that the John Howard Society runs various programmes that deal with lifestyles issues which have led to problems which manifest themselves in criminal behaviour. The programmes attempt to develop skills for other options in societies and they try, as much as possible, to utilize existing community services. Further, he stated that ethnic groups have some difficulty relating to some of the programmes which are geared to English speaking people.

In response to a question from Alderman Kiss, Mr. Gillespie stated that children which are 12 years and younger are also referred to them. He stated that patterns of behaviour are established at a very young age. As such, they have children as young as 7 years old referred to them.

Jacqueline Crerar brought up the point that approximately 50% of the people in prison are illiterate and that many offenders are also illiterate. Mr. Gillespie concurred and stated that poor, uneducated people go to prison, not the wealthier, educated criminals.

The Chairperson requested information on the John Howard Society so that it may be distributed to members of the Mayor's Race Relations Committee and Mayor's Race Relations Advisory Council.

Mr. Gillespie was very interested in pursuing measures to change the justice system which is systemically racist. He admitted that the make up of the staff at the John Howard Society does not reflect the ethno-cultural diversity of the community, but that they are dealing with this matter through employment equity.

Ms. Crerar suggested that linkages be made between groups such as Black Youth Achievement and native groups who are having problems getting into the detention centre to teach literacy programmes. She suggested that these linkages with the John Howard Society might make it easier for groups of different cultures to gain access to services.

The Co-Chairperson thanked Mr. Gillespie for attending.

(b) Denise Giroux, Committee for Conscience in Broadcasting

Ms. Giroux stated that certain broadcasting companies deal with a select group of people and that particular talk show programmes have racist remarks and slurs. There have been several meetings attempted with one station in particular, CHML, with regard to comments which have been made, but their behaviour has not changed.

Marc Haas stated that he would be willing to work closely with Denise Giroux to help out with this matter. Ms. Giroux stated that there must be a balanced, unbiased programme on the radio. In this case CHML is not community radio representing everyone, they continue to promote a bad attitude.

Mr. Haas suggested that a professional content analysis be conducted and that perhaps students at Mohawk College could do this. Alderman Kiss suggested that it would be difficult for students in a media programme to maintain their objectivity. Mayor Morrow concurred and also stated that, for his part, several meetings have been initiated to attempt to change things. He stated that The Spectator is an example of a type of media that has done well in community service.

A discussion ensued regarding whether a company would be hired to do an analysis or whether the individual members would monitor the radio station since anyone has the right to request recordings of programmes, which are kept for 30 days.

Ms. Giroux advised that the Urban Alliance for Race Relations in Toronto did an analysis content of the Toronto Sun but that this was very costly and time consuming.

Following discussion, the Committee agreed that Mr. Haas work with Ms. Giroux and come back to the Committee with a proposal on the matter.

3. Co-Chairperson's Report

(a) Status of Women Sub-Committee Dinner

The Committee concurred with the Co-Chairperson that the same amount of tickets be purchased as in 1993 for this function. Rhoda Howard and Marlene Thomas Osbourne are to attend.

(b) Correspondence from Judge Maryka Omatsu

The Co-Chairperson read a thank you from Judge Maryka Omatsu of the Ontario Court of Justice who spoke at the Annual Awards Evening. She also submitted a bill for a gift that was given to the speaker that evening.

(c) Correspondence from Temple Anshe Shalom

The Co-Chairperson read correspondence from the Rabbi at the Temple Anshe Shalom, dated 1994 January 10, inviting the Committee to attend a service in the congregation. The Committee determined that they would attend the February 18th service and directed that correspondence be forwarded to the Rabbi accordingly and that we request an approximate time for this service.

(d) Correspondence to the Jewish & Muslim Communities

The Co-Chairperson advised that a letter of regret be forwarded to the Jewish and Muslim communities regarding the Mayor's Race Relations Awards in 1993 and their conflict with religious functions.

(e) Mayor's Race Relations Committee/Advisory Council Constitution

Discussion ensued with regard to the Constitution. The Committee Secretary was directed to forward copies of the Constitution to the members of the Mayor's Race Relations Committee and the Mayor's Race Relations Advisory Council.

(f) Information from the Ontario Anti-Racism Advisory Working Group

Marlene Thomas Osbourne distributed a copy a document called "In the Spirit of Community Change and Transformation in a Process of Building Partnerships to Achieve Equity" - a report of the Ontario Anti-Racism Advisory Working Group dated May, 1992 - June, 1993. Ms. Osbourne left this document with the Secretary should anyone want to gain access to a copy.

(g) Brochure

The Co-Chairperson moved to table the Mayor's Race Relations Committee Brochure until the next regular meeting as an agenda item for discussion.

4. Sub-Committee Reports

(a) Membership Sub-Committee

Mr. Pooni advised that there are three vacancies on the Advisory Council. The Membership Sub-Committee has made recommendations for three people who are available to be appointed.

The Committee moved that the report of the Membership Sub-Committee be approved and that the three people chosen to be members of the Advisory Council be forwarded to Council for approval.

Mr. Pooni also presented a report with regard to the procedure of the Membership Sub-Committee in making selections. It was determined that the status quo would be maintained and that the members of the Sub-Committee are satisfied that the procedure is fair and equitable.

(b) Media Sub-Committee

Mr. Haas stated that a newscast by Global television was made in Hamilton at the Mountain Legion with regard to the use of headgear at Legion facilities. He stated that, in that interview, some derogatory remarks were made. He will attempt to get a copy of that video to determine exactly what comments were made. Further, he will attempt to get an apology from this member or have the member removed. Mr. Haas said he will report at a later meeting as to the outcome of this matter.

(c) Public Awareness Sub-Committee

Mr. Motomura advised that the next meeting is to be held at the Sikh Temple at Guelph Line. A letter will be forwarded from the Mayor's Office inviting everyone to this meeting.

Mr. Ward advised that Sunday may be the best time to attend, but after further discussion, it was determined that a brief visit would be a good first contact.

5. Mayor's Race Relations Advisory Council - Newspaper Article Re: Immigration Policy

After brief discussion it was determined that a complete text of the speech by MPP Cam Jackson be requested and that this matter be tabled to a future meeting when the speech is available.

6. Correspondence from Committee Against Racial Discrimination

The Committee was in receipt of correspondence from the Committee Against Racial Discrimination dated 1994 January 19 regarding a request for the Mayor's Race Relations Committee to participate in March 21, 1994 International Day for the Elimination of Racial Discrimination.

It was determined by the Committee that a letter would be forwarded to Mr. Warner that the Race Relations Committee would be pleased to participate. The Advisory Council will develop a list of volunteers and forward them to the Mayor's Race Relations Committee.

7. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Mayor R.M. Morrow
Chairperson
Mayor's Race Relations Committee

Marlene Thomas Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Tina Agnello
Acting Secretary

/jt

Shelley Porteous
325 East 19th St.
Hamilton, Ont.
L9A 4S9

Dear Stella,

Five tickets (\$150.00 value) for the
Chai Chee Thompson Fundraising
Dinner will be reserved at the door
of the Fortune Village Chinese Restaurant,
7 p.m. Feb. 4. You may mail the
payment to my address.

Thanks,
Shelley Porteous

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CITY OF HAMILTON
- RECOMMENDATION -

DATE: 1994 February 17

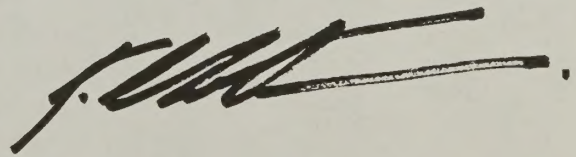
REPORT TO: Susan K. Reeder, Acting Secretary
Mayor's Race Relations Committee

FROM: Kevin Christenson, Acting Secretary
Mayor's Race Relations Advisory Council

SUBJECT: Systemic Racism in the Justice System

RECOMMENDATION:

1. That letters be sent to the Solicitor General and the Attorney General condemning systemic racism existing in the justice system; and further,
2. That the Solicitor General and Attorney General direct their staffs to refer offenders in appropriate proportions (aboriginal, ethnic and visible minorities) to the presently under-utilized services of the John Howard Society and other similar service groups.



FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

N/A

BACKGROUND:

At its meeting held Friday, 1994 February 11, the Mayor's Race Relations Advisory Council heard a presentation from Mr. Duncan Gillespie, of the John Howard Society, respecting the inequity in racial representation of individuals referred to this organization.

Following Mr. Gillespie's presentation the Advisory Council considered and approved that the above recommendation be forwarded to the Mayor's Race Relations Committee for its consideration.

cc: Michael Webber, Chairperson
Mayor's Race Relations Advisory Council
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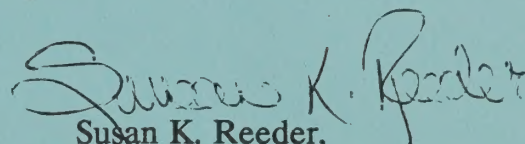
NOTICE OF MEETING

Mayor's Race Relations Committee

Monday, 1994 March 28th

4:30 o'clock p.m. - 6:00 o'clock p.m.

Room 233, City Hall


Susan K. Reeder,
Acting Secretary.

URBAN M

MAR 1 1994

GOVERNMENT DOCUMENTS

A G E N D A

1. Minutes of the meeting held Monday, 1994 February 28th
2. Recommendation - Mayor's Race Relations Advisory Council - Systemic Racism in the Justice System (previously tabled)
3. Committee Name Change (no copy)
4. Correspondence - Cam Jackson, MPP, Burlington South
5. Request for Conference cost assistance - Tyrone Childs (no copy)
6. Correspondence
7. Co-Chairperson's Report
8. Sub-Committee Reports
9. Other Business
10. Adjournment

URBAN M

MAR 1 1994

GOVERNMENT DOCUMENTS

Monday, 1994 February 28th
4:30 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Co-Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Alderman M. Kiss
Jacqueline Crerar
Marc Haas
Geoff Small
Michael Webber
Santokh Pooni

Regrets: Alderman F. D'Amico
Sandra Wilson
William Shaffir
Harry Kandilas
Monty Motomura
Mel Madamba

Also present: Scouter Ward, Resource Person, Anti-Racism Secretariat
Susan K. Reeder, Acting Secretary

1. Minutes of the meeting

The Committee was in receipt of the minutes of its meeting held Monday, 1994 January 24th. The following amendments were made:

- (a) Page 1, Item 1 re: Minutes - Title to be amended to read "Correspondence regarding Doug Faraway's Cable 14 TV Talk Show".
- (b) Page 1, Item 1 re: Minutes - description to be amended to read "The correspondence regarding Doug Faraway's Cable 14 TV Talk Show was received for information purposes and forwarded to the Media Sub-Committee for review".
- (c) Page 2, Section (b) re: Denise Giroux, Committee for Conscience in Broadcasting, last paragraph, third line to be amended to include the words "at Mohawk College" after the word "programme".

The Committee then approved the minutes of its meeting held Monday, 1994 January 24th, as amended.

ADDED - Information distributed by Scouter Ward

Scouter Ward distributed the following material for information purposes, and the Co-Chairperson directed that this material be copied and forwarded to all members:

- (a) Workshops - "Racism across the Lifespan Workshop Series"
- (b) Article - The Spectator - Monday, 1994 February 28 - "Puppets perform survival story"
- (c) Article - Kitchener-Waterloo Record - Tuesday, 1994 February 22 - "Skinhead pleads guilty to causing disturbance in clothing store".
- (d) Article - The Spectator - Thursday, 1994 February 24 - "Here are suggestions on more ways we can cut expenses".

2. Presentation - Marc Haas, Chair of the Media Sub-Committee - Media Proposal

The Committee moved In-Camera to discuss the above noted Proposal.

The Committee moved back into regular session and approved the following:

- (a) That the Mayor's Race Relations Committee approves the undertaking of a Content Analysis of CHML programming, as outlined in the presentation by the Chair of the Media Sub-Committee, at a cost not to exceed \$4,000.; and,
- (b) That the Acting Secretary be authorized to requisition a cheque in the amount of \$500. immediately to cover start up costs.

7. Sub-Committee Report - Mediation Sub-Committee

The Committee moved In-Camera to hear the report of the Mediation Sub-Committee.

3. Approval of an invoice for \$150. for five tickets for the Char Chu Thompson Fundraising Dinner held at the Fortune Village Chinese Restaurant on 1994 February 4th

The Committee was in receipt of the above noted invoice, and approved its payment

At this point, the Committee lost its quorum.

4. Recommendation - Mayor's Race Relations Advisory Council - Systemic Racism in the Justice System.

As no quorum was present, the Committee agreed to table this item to its next meeting.

5. Correspondence

The Committee was in receipt of correspondence from Cam Jackson. As no quorum was present, the Committee agreed to refer this correspondence to its next Agenda.

Reference was made to a Conference that Mr. Tyrone Childs will be attending, and his request for financial assistance. As no quorum was present, it was agreed that this matter would be referred to the next Agenda.

The Committee requested a Status update on its budget, and agreed that this information should be provided for the next Agenda.

8. Other Business

The Co-Chairperson spoke to the Committee with respect to the preliminary meetings that have been held to discuss the upcoming "Day of Elimination of Racial Discrimination" Conference.

9. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved,

**Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee**

**Susan K. Reeder,
Acting Secretary
1994 February 28th**

CITY OF HAMILTON
- RECOMMENDATION -

2.

DATE: 1994 February 17

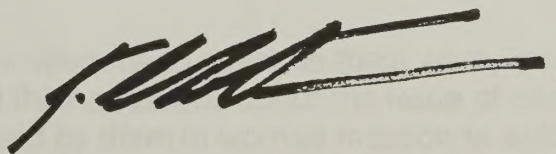
REPORT TO: Susan K. Reeder, Acting Secretary
Mayor's Race Relations Committee

FROM: Kevin Christenson, Acting Secretary
Mayor's Race Relations Advisory Council

SUBJECT: Systemic Racism in the Justice System

RECOMMENDATION:

1. That letters be sent to the Solicitor General and the Attorney General condemning systemic racism existing in the justice system; and further,
2. That the Solicitor General and Attorney General direct their staffs to refer offenders in appropriate proportions (aboriginal, ethnic and visible minorities) to the presently under-utilized services of the John Howard Society and other similar service groups.



FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

N/A

BACKGROUND:

At its meeting held Friday, 1994 February 11, the Mayor's Race Relations Advisory Council heard a presentation from Mr. Duncan Gillespie, of the John Howard Society, respecting the inequity in racial representation of individuals referred to this organization.

Following Mr. Gillespie's presentation the Advisory Council considered and approved that the above recommendation be forwarded to the Mayor's Race Relations Committee for its consideration.

cc: Michael Webber, Chairperson
Mayor's Race Relations Advisory Council
File

CITY OF ALABAMA

RESOLUTION

Page 1

February 11, 2014

Subject: Resolution No. 14-01

Re: Resolution No. 14-01

Whereas, the City of Alabama is a member of the Alabama Municipal League;

Therefore,

Resolved, that the City of Alabama do hereby

Resolved,

Resolved, that the City of Alabama do hereby

RESOLUTION

1. The City of Alabama is a member of the Alabama Municipal League, and as such, it is the policy of the City to support the League and its activities.

2. The City of Alabama is a member of the Alabama Municipal League, and as such, it is the policy of the City to support the League and its activities.

3. The City of Alabama is a member of the Alabama Municipal League, and as such, it is the policy of the City to support the League and its activities.

RESOLUTION

Page 2

Resolution No. 14-01

4. The City of Alabama is a member of the Alabama Municipal League, and as such, it is the policy of the City to support the League and its activities.

5. The City of Alabama is a member of the Alabama Municipal League, and as such, it is the policy of the City to support the League and its activities.

6. The City of Alabama is a member of the Alabama Municipal League, and as such, it is the policy of the City to support the League and its activities.

Page 3



CAM JACKSON, MPP
Burlington South

FE

4.

His Worship Mayor R.M. Morrow
Mayor of Hamilton
71 Main Street West
Hamilton, Ontario
L8N 3T4

February 9,

✓ T. Steele

©

Dear Bob,

Thank you for your letter to me regarding the SPECTATOR article of November 22, 1993.

There was no set written speech that evening at St. Matthew's Anglican Church in Burlington. My address was, in fact, on the rights of crime victims and my private member's Victims' Rights Bill which I have tabled in the Legislature four times now and which was defeated by the Liberal and NDP governments in 1990 and 1992 respectively. Enclosed, please find a copy of one such speech on victims' rights.

My letter to the editor of the SPECTATOR contained a reference to the misleading nature of the article, something that was also confirmed by the Reverend Tom Appleton and several members of the Congregation who called the newspaper. You will know that, had the reporter's notes been accurate, my letter would not have been printed and I enclose a copy of my clarification.

Members of the Church community who had invited me to speak to them were, in fact, upset by the article as it also misrepresented their questions about the issue of crime victims in the Asian community that were raised by them in worried reaction to articles that had appeared on this subject in the press (copies enclosed). If anything, I took pains to ward off unhelpful generalisations about any ethnic community while responding to the concerns about crime and safety raised by those present at the meeting. The reporter has subsequently acknowledged this, but at the time chose to inflame the issue with his comments.

It may be of interest to your committee that last Thursday morning, there was a CBC Radio interview with Ben Eng and the issue of keeping crime statistics that reflect the multicultural nature of Canadian society. The CBC agreed with Mr. Eng that a part of the problem is that multicultural leaders are refusing to speak out directly against crime within their communities for fear of reprisal and, further, that only a portion of these crimes are ever reported. But as a former Executive Director of the Police Association of Ontario, Bob, you would have a better handle on the issue of crime statistics and reporting than myself since you will recall the issue had been debated and implemented with the support of that Association.

.../2

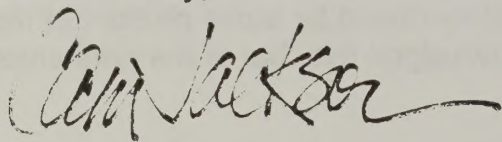


As you know, I have consistently expressed concern for the disproportionate victimisation of people within Ontario's multicultural communities. You should know that, during a visit to the Don Jail Remand Centre on Thursday, January 27 by the Legislative Public Accounts Committee, a senior Corrections staff member advised the Committee, including the Provincial Auditor, that the Centre had "a serious problem with the Vietnamese population which had doubled in the last year." You might wish to raise this matter directly with the Corrections Minister, David Christopherson who may have the particular statistics you seem to be seeking. It would appear that a growing number of media forums are discussing the issues around crime statistics based on country of origin.

While your letter did not indicate what your specific interest is in the article, as I receive more information on the victimisation of Canadians, including new Canadians, I will be pleased to forward it to you. As someone who, as you know, has a multicultural background, I can also share with you my ongoing work with the multicultural communities of Halton, Hamilton-Wentworth and Metro Toronto. As a final note, I have enclosed a copy of the recent Ontario PC Party policy document, New Directions III on Justice and Community Safety. If your committee is interested in or concerned about the disproportionate victimisation of New Canadians, I would be pleased to work closely with you.

Please accept my best wishes to you in your Committee's work, despite problems that you are experiencing with the press yourself. It is important to continue in one's efforts on behalf of the community we represent, even when reporters like Ray DiGregorio use their influence to inflame sensitive issues.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Cam Jackson', with a long, sweeping horizontal line extending from the end of the name.

Cam Jackson, MPP
Burlington South

* Enclosures

Cam Jackson: I did not suggest that immigration was a major cause of Canada's crime rate

RE: 'Immigration tied to crime: MPP' (Nov. 22).

A number of serious errors were made in reporting what was actually said at St. Matthew's Anglican Church on the previous evening.

The article attributes to me the suggestion that immigration was a major cause of Canada's crime rate, which I did not say. I was invited by the parish to discuss the rights of victims of crime and the changes that are necessary in our justice system to provide them with improved treatment and services.

Not once during my 15-minute presentation did I raise the issue of new immigration and crime, as the article suggests. Nor did I feel that need, given the subject I was asked to comment on.

I was, in fact, responding to a question and statement made by

one of the participants in the open forum regarding recent media reports about refugee Vietnamese street gangs.

In reference to them, I said, "according to the press reports... I'm sorry... but there's quite a lot of crime associated with these new Canadians (Vietnamese refugees)."

I reminded those present that we must be careful with characterizing any ethnic groups. That is why I said that there "is no evidence that crime is worse among new Canadians, but that some statistical should be gathered."

The reference to levels of crime being disproportionate to immigration within the Asian community is contained in comments made by former Metro Toronto Police Sergeant Ben Eng who said: "The reality is that there are 3,000 pieces of paper in our files with accused names from Asian countries. Of these 3,000 offences, approxi-

mately 1,500 were allegedly committed by Vietnamese refugees."

Mr. Eng was addressing the fifth session of the Toronto Crime inquiry which began public hearings in June of 1991. It was created by Toronto city council to find ways to curb the increase in violent crime (The Globe & Mail, July 25, 1991).

The issue of collecting statistics based on ethnic background did not originate with me, but with Ben Eng, who said that crime statistics based on racial origin should be kept (The Toronto Star, July 25, 1991).

According to Mr. Eng, "a number of refugees are responsible for the vast majority of crime in our community." In addition, Alexis Yam, the president of the Toronto Chinese Business Association, is quoted in the same articles as, saying that such crime statistics "are necessary."

Several other important issues

were discussed that evening. I stand by my concerns that convicted drug smugglers should not be allowed to apply for refugee status and access our legal aid system at taxpayers' expense -- when victims of sexual assault and child abuse are told they are ineligible. This matter was also the subject of my public statements of November 17, 1993 to The Burlington Spectator.

What occurred in that church hall was an open discussion on the concerns of my constituents about the issues of crime, justice and community safety with their elected representative.

We are thankful for the media's role in helping to raise public awareness through fair and open reporting of these concerns. It is unfortunate that The Spectator did not take the opportunity at this meeting to do just that.

Cam Jackson, MPP,
Burlington South.

① CRIME

~~PHONY REFUGEES~~

'Phony refugees' key to crime among Asians, officer argues

TOR STAR JUL 28 '91

By Michael Tenzzen
TORONTO STAR

"Phony refugees" from Vietnam and mainland China must be more diligently screened by Immigration investigators, a Metro police sergeant says.

"I am not against refugees," Benjamin Eng told the Toronto Crime Inquiry yesterday. "I'm against phony refugees."

"I am against economic refugees. I am against refugees who take advantage of our lax refugee determination procedures. I'm against refugees who continue to collect welfare while living in luxury condominiums."

Refugees who commit serious crimes should be booted out of the country, Eng told the inquiry, established by city council to hear community concerns about the growth of crime.

Eng said that in 1990, about 3,000 offences in Toronto were committed by people from Asian countries.

Vietnamese refugees commit "a disproportionately high component of offences," he said. "How is it that one-seventh of the

(Asian) population (Vietnamese) is responsible for one-half of the offences?

"The figures for refugees from mainland China are just as shocking," said Eng, 40, a 10-year Metro police officer who came to Canada with his family from Hong Kong when he was a month old. "In 1990, there were approximately 500 offences committed allegedly by refugees from China," he said. "How can one-third-fifth of the Asian community be responsible for approximately one-sixth of the offences?"

Eng, with the police public affairs department, said the 1990 police statistics are his own. While with the Asian crime unit, he took part in the arrests of about 1,000 suspects in Toronto.

He told the inquiry that the "vast, vast majority" of the estimated 50,000 people in Toronto from Vietnam and the nearly 10,000 from mainland China "are good Canadians." He said he didn't wish to "create any stereotypes or generalizations."

Eng was reminded that in 1988 a senior Metro officer, Julian Fantino, caused an uproar among blacks when he released figures

alleging that although blacks make up only 6 per cent of the Jane-Finch area population, they accounted for a higher percentage of crime.

Fantino "sleeps better" because of the disclosure, Eng said in an interview.

Following the strong backlash to Fantino's report — deemed racist by many — Metro police commissioners resolved in February, 1989, that it was against force policy to compile statistics by race or color.

Eng said he was speaking as a private citizen yesterday and he feels he has the backing of both the police chief and the Asian community in giving "as clear a picture as possible."

Police board commissioner Norm Gardner said Metro could save millions in policing expenses if the federal government clamped down on illegal immigration.

"The problem is a result of the federal government not dealing with the criminals from other countries who are here," he said.

Gardner said Eng is "calling the shots based on his experience."

① ~~LEFULTS~~
② CRW

GLOBE & MAIL JUL 25 '91

Officer cites refugee crime problem

Determination process should be more stringent, Toronto inquiry told

BY NICOLA PULLING
The Globe and Mail

TORONTO — Refugees are responsible for a vast number of crimes in Toronto's Chinese-Canadian community and something must be done to toughen the refugee-determination process, a police officer told an inquiry yesterday into Metro Toronto's increasing crime problem.

"What if I told you that in 1990 approximately 3,000 offences were committed by accused persons from Asian countries? Am I being racist?" asked Sergeant Ben Eng, a 10-year veteran of the police force.

"The reality is that there are 3,000 pieces of paper in our files with accused names from Asian countries. Of these 3,000 offences, approximately 1,500 were allegedly committed by Vietnamese refugees," he said in his speech.

"So what do all these figures tell us? Only one thing: A number of refugees are responsible for the vast majority of crime in our community."

(The total number of offences re-

ported to Metro police last year was 273,706, which includes drug and traffic offences.)

Sgt. Eng was addressing the fifth session of the Toronto Crime Inquiry, which began public hearings in June. It was created by Toronto City Council to find ways to curb the increase in violent crime.

Sgt. Eng said the figures for refugees from China are just as shocking. "In 1990, let me tell you that there were approximately 500 offences committed allegedly by refugees from China. How can one-sixth of the Asian community be responsible for approximately one-sixth of the offences?"

Sgt. Eng, who is a member of the Asian crime unit, said Toronto has about 10,000 refugees from China.

He suggested that the Metro Police Services Board reconsider its refusal to release crime statistics based on racial origin.

"The seriousness of crime in our community necessitates the painting of as clear a picture as possible," he told reporters after his speech.

He emphasized that the statistics

he cited were from his years of police experience, and were not released on behalf of the force.

"I know first-hand the shopkeepers, the restaurant owners, the Chinese media people. I feel very, very confident that they're backing the points of view that I released."

Amy Go, president of the Canadian Chinese National Council and a social worker at the Woodgreen Community Centre, said she was a "little concerned" about the statistics.

While she did not say they were inaccurate, she said she was concerned about how they might be perceived. "I don't want the statistics to be used in a way that portray this community as being worse than the others."

Alexis Yam, an inquiry member and president of the Toronto Chinese Business Association, said "statistics that involve a certain ethnic community are a very sensitive thing. We have to be extremely careful about doing that. But they are necessary."

"It's something we are aware of,

and hasn't been made public in a specific way, but I'm not overly concerned about it," Mr. Yam said in an interview.

"We have a problem and we have no hesitation and no fear in letting people know our problem. It's up to the mainstream media to report in proportion. There may be problems in other communities which may be as serious, but they don't get the same kind of coverage."

Sgt. Eng called on the inquiry to look into strengthening the refugee-determination process to keep out phony claimants. He suggested doing better background checks on applicants and tightening regulations on immigration consultants.

"What I've tried to do is clearly paint a picture that there are some blatant abuses of the refugee-determination system, not to go against legitimate refugees," he said afterward. "Maybe we should look at whether we're doing an adequate job to determine who should and who shouldn't be a refugee. Let's not stick our head in the sand. I think we definitely have to address that."

CRIME

TOR. SUN JUL 20 91

The silence helps crime thrive

The way Sun police reporter Lee Lamothe figures it, we lost 350 citizens last weekend — 350 people who deliberately stepped outside the bounds of the law and abdicated all the burdens of community and country.

What did they do?

They did nothing. They saw nothing. They heard nothing. There were 350 of them, maybe 400, at that party at a Scarboro boozecan at which a gunman opened fire and wounded three people, but no one, as Det.-Sgt. Bill Wilson told the Sun's Rob Lamberti yesterday, has come forward as a witness. "Would you believe," Wilson asked Lamberti, "we haven't heard from anyone? Not one."

Yes, but it is becoming the norm now, at certain places in Metro, for people to watch as someone takes a few bullets to the head, and then pretend they were looking the other way, or tying their shoelaces, or in the toilet. Are they afraid of the police, of finding themselves in a little trouble? Well, maybe.

But they are also part of a conspiracy of silence, an unholy gentlemen's agreement born in political backrooms, translated into something called Standing Order 69-A (Statistics Not To Be Published), and foisted upon working police officers.

This is the conspiracy that Sgt. Ben Eng sought to break when he told the Toronto Crime Inquiry last



CHRISTIE
BLATCHFORD

week that a handful of phoney refugees from Vietnam and mainland China is responsible for much of the violent crime in Metro's Asian community.

Since Eng delivered his speech, the focus has become the usefulness of keeping crime statistics which include race. But the real issue is that the city's Asian community is tired of being terrorized by a tiny group of hoodlums.

So what has this to do with that boozecan shooting and the 350 who saw no evil?

Well, so far this year in Metro, there have been 53 homicides.

Twelve of them — almost a quarter, by my reckoning — were young black men. In almost all those cases, those now charged or wanted in the murders are other young black men. Dead are Andrew Barrington Reid, 26; Cedric King; Fitzroy Hudson, 33; Stephen Lewis, 34; Garfield Blackwood, 27; Stanley

Anthony Shearer, 36; Marcey Anthony Bent, 21; Raymond Senior, 36; Ronald Sayers, 26; David Blackwood, 18; Dwight Anthony Kelly, 28; Hopeton Junior Clarke, 24.

In the wake of the Ben Eng business, "statistics" has become a loaded word, imbued with mystery. But there's no mystery here; these names don't come from secret police files. They come from newspapers. They could also come from court documents.

There is, of course, a problem in Metro's black community. Young men, particularly those growing up in housing projects, with the odds stacked against them from the start, are not living very long. They are dying violently, at the hands of other young black men. Facing up to this is not racist, it is smart. One would think it is in the interests of the black community — of the whole damn city — to recognize this for the tragedy it is.

But our leaders — chief among them, police board chair Susan Eng — prefer to fuss about the wrongness of keeping crime statistics by race. The more they deny, the longer we let them, the more citizens we will lose — not just those who die but those who lie, who feel free to figuratively, if not literally, wash their hands of blood and responsibility.

If Spike Lee were making the movie, he might call it *Do The Wrong Thing*.

43 1991



43 1991

ISSN 1180-2987

Legislative Assembly of Ontario

First Session, 35th Parliament

Assemblée législative de l'Ontario

Première session, 35^e législature

Official Report of Debates (Hansard)

Thursday 6 June 1991

Journal des débats (Hansard)

Le jeudi 6 juin 1991

Speaker
Honourable David Warner

Clerk
Claude L. DesRosiers

Président
L'honorable David Warner

Greffier
Claude L. DesRosiers



VICTIMS' BILL OF RIGHTS ACT, 1991
LOI DE 1991 SUR LA DÉCLARATION
DES DROITS DES VICTIMES

Mr Jackson moved second reading of Bill 103, An Act to establish the Rights of Victims of Crime.

M. Jackson propose la deuxième lecture du projet de loi 103, Loi portant déclaration des droits des victimes d'actes criminels.

The Deputy Speaker: Pursuant to standing order 94(c)(i), the member has 10 minutes for his presentation.

Mr Jackson: At the outset, I would like to thank all members of the Legislature for receiving this bill in the same non-partisan spirit in which it was written and has been tabled in this House.

When faced with the issue of treatment of and care for victims of crime, the major political parties in eight provinces across Canada have put aside their differences to work together to establish victims' rights bills. I hope that members of this assembly will today demonstrate their wish to stand by that nationwide example of statesmanship and concern for the plight of victims of crime in Ontario today.

The need for private member's Bill 103, An Act to establish the Rights of Victims of Crime, may perhaps be best understood when we compare how our justice system treats victims with how it treats the perpetrators of crime. Our justice system indeed protects the rights of those accused of crime, and properly so. The accused are automatically provided with specific rights which have been entrenched in law, so as to ensure that the basic principles of due process of law are upheld.

But how does our justice system, how does society treat the victim of crime? Where are the provisions entrenched in law that would regularize police and legal procedures with respect to the treatment of victims of crime who, in the aftermath of a criminal act, must often face the sentence of prolonged suffering? Where is the established legal framework that would provide that victims of crime become not only a part of the process of criminal prosecution but also a part of the equally important process of self-rehabilitation?

Let us remember that under the law, the accused are innocent until proven guilty. Victims of crime, in their pain and loss, never cease to be innocent, never cease to be the victim, and in this is to be found a great injustice, a sad inversion of what we all fundamentally believe about the difference between right and wrong. There has always been a sort of legal fiction that a crime is against the state. That misses out a very simple point, that a human being is actually being hurt by that crime.

It is this injustice which Bill 103 seeks to address and to alter. Studies show that 60% of all information which results in the conviction of a criminal comes directly from the victim. Our criminal justice system actually works because of the direct participation of victims. Still, depending on the crime against them, between 30% to 90% of victims do not report it to police. As Pat Marshall of the Metro Action Committee on Public Violence Against Women and Children indicated to me, surveys show that women who

do not report crimes of violence against them frequently cite mistrust of the justice system as their reason for not reporting.

Dr Irvin Waller, professor of criminology at the University of Ottawa, was involved in the design of the United Nations declaration on crime victims. He tells me that victims' rights bills the world over have recognized that declaration and have instituted practical changes which both recognize and appreciate the victim as the driving force of justice.

I might add that Professor Waller has also worked on victims' rights bills for France and Australia and Canada's first bill in Manitoba. I would like to say that Professor Waller has strongly influenced some of the elements of this bill, and it has been in the hands of the Ministry of the Attorney General for the past three years, since I first drafted it. They have had an opportunity to study this bill at first hand.

When I presented this bill in February 1989 and then subsequently on 5 April 1990, unfortunately the bill was supported in the House but blocked from going to the standing committee on administration of justice. It is my fervent hope that such a fate will not befall this bill again this year and that in fact it will be allowed to go to the justice committee.

We must also acknowledge that there are outstanding programs that are available in this province which deal with the issue of victims' rights and compensation. I am sure the government members will be enunciating many of those programs, but the point is that those programs are not available to all victims in all jurisdictions, whether it is an example such as the London family violence program, which is an excellent program but not available in all communities. In my jurisdiction of Halton there is an outstanding victim services program, again not available everywhere. Our Criminal Injuries Compensation Board is an outstanding program, yet only one in 55 eligible victims in Ontario ever applies for compensation, let alone receives it.

Crown attorneys view illegal acts as crimes against society and not necessarily against the individual victim. This view, however, can blind one to the sight of the faces of victims, who are left in situations of prolonged suffering, of continued victimization, and with less assistance and support than criminals are afforded at taxpayers' expense.

Let us consider for a moment that more than 250,000 Ontario citizens will be victims of crime this year. Every day in the newspapers we read about these victims. In the media, they are portrayed as the wronged, as the key players in courtroom drama, and so often become unwilling celebrities in cases which publicize widely their private suffering. Victims, however, are not accorded the same play in the legal system, in the court proceedings.

This bill which we have before us today would be a corrective to that situation in our province. Bill 103 would require that victims receive information about the cases they are involved with, including the dates established for bail hearings for their assailants, including when and how the present victim impact statement would work.

I was informed of another case involving a family in which three children were victims of incest. They were sexually assaulted by their father over a period of six years. As adults, they decided to press charges against their father. When they went and presented themselves at the police station, they were directed to simply sit down in front of a typewriter and type out their statement. Never were they informed that this would be the basis on which the case would be heard in court. At no point were they advised that they could seek a lawyer for clarification, and it was no surprise that the outcome of that case is that the father was given a suspended sentence of three years of community service in a children's playground.

These examples demonstrate why victims feel that they are the ones who are put on trial. Really they are victims twice over, for in addition to being victims of a violent act, they become the victims of a justice system which sometimes appears to apply to them the reverse of the legal procedures reserved for the accused.

In 1988, amendments to the Criminal Code under Bill C-89 helped to accomplish a form of compensation which was channelled from the federal government through to each of the provinces. That bill dealt with victims' surcharges against convicted criminals. These funds are sent to this province for the express purpose of having them applied to improve victims' services, and that is where some of the money would definitely come from in order to pay for the enhancement of victims' rights in this province.

This bill would also put into law the right of a victim to be provided with ongoing information regarding his case. Victims should have the legal right to be informed by the police of the progress of the investigations related to their case and of charges laid in connection with them. In addition, victims should be routinely informed by police of the protection available to them to prevent unlawful intimidation.

It would also establish the right of victims to make representation to the prosecuting crown attorney before plea bargaining, sentencing or interim releases are considered for their assailants. Among other provisions, the bill would ensure that victims are informed whenever their assailants leave or have escaped custody. Under this bill, and upon request, victims of sexual assault would have the right to be interviewed by a police officer of the same gender.

In terms of compensation to victims, this bill would make offenders directly liable for damages to their victims as plaintiffs in a civil action, including those undertaken for emotional distress and bodily harm. Most significantly, this bill would provide a presumption that victims of sexual assault, attempted sexual assault and spousal abuse have suffered emotional distress, thus eliminating the requirement on the part of victims to prove this obvious fact before the Criminal Injuries Compensation Board or before a civil court.

Victims of crime in Ontario deserve the best care and support our society can offer. Victims then deserve more than what currently is provided for them under Ontario law. Let us not inflict on them a further injustice by allowing this bill to become a victim of politics itself. Therefore, on behalf of the victims of crime, I ask all members of the

House to join with me in passing Bill 103, a bill of rights for victims of crime in Ontario, and referring it to the standing committee on administration of justice of this House.

1110

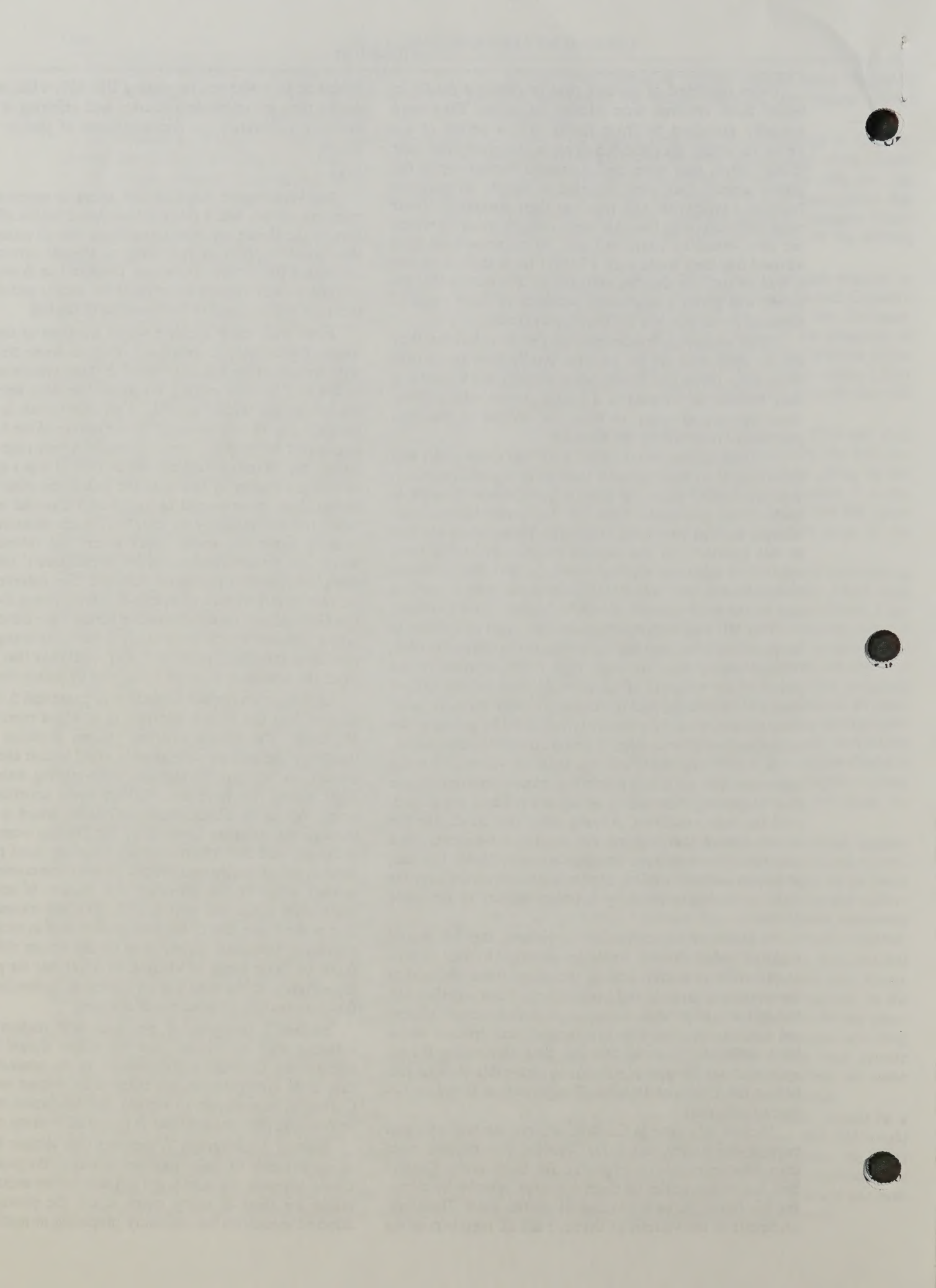
Mr Wessinger: I would like speak in support of the principle of this bill. I think it is a matter which all members of the House are concerned about and all members of the House support in providing additional services and protection for victims. However, I would like to add a few comments with respect to some of the details and difficulties I see with respect to the specifics of the bill.

First, with respect to the whole question of the statement of principles in section 2, there is some ambiguity with respect to the bill as to whether these principles are to be binding or whether they are guidelines only, because of the use of the word "should." I am not certain how that ambiguity is to be construed by the mover of the bill. If it is a matter of "should," then of course it may raise expectations for victims which cannot be met. If it is a question of being a matter of law that the principles must be followed, first, there would be significant financial implications for the ministry to meet all such standards and, second, there are some cases where the investigation and/or the prosecution would be jeopardized if there was compliance with a particular standard. The Attorney General has policy directives to crown attorneys and the Solicitor General and municipal police forces have directives to police officers which are already addressing many of the principles contained in the bill, so I would say that in most cases the standards are now being met by policy directives.

Second, with respect to section 2, paragraph 5, I would suggest that the crown attorney is in effect meeting this objective. The crown attorney system provides special training programs on wife assault, child assault and sexual assault, in addition to regular, wide-ranging training on legal issues. We have the victim/witness assistance program, located in 12 locations in Ontario, which is funded through the Attorney General by the Ontario women's directorate, and the crown attorney's system itself provides three types of designated special prosecution co-ordinators in each office in the province. For victims of sexual assault, child abuse and wife assault, specially trained prosecutors serve as a source for prosecution staff in each office, providing additional information on the unique difficulties faced by these kinds of victims, in order that the prosecutor assigned to the case has an enhanced understanding of the complexities of these kinds of cases.

Section 2, paragraph 6, provides, with respect to consultation with the victim, that the victim should have an opportunity to make representation to the prosecutor before final arrangements are made with respect to a plea. Currently, information to victims and discussion with victims during plea negotiations is provided in many cases.

Section 2, paragraph 7, requires that victims be given an opportunity to make representations to the prosecuting crown attorney. I would point out that victim impact statements are used in many cases across the province, and affected ministries are currently preparing to reach a final



in law of its principles has not become a reality in this province.

I am reminded that when the New Democratic Party was in opposition, the then Attorney General critic, the member for Welland-Thorold, referring to my bill: said "We applaud this legislation. It is long overdue. It is important that it be pursued diligently by the government." That is to say, that it not be set aside and put on the back burner and be the subject of delay.

I am pleased to advise the House that when I talked to the new Attorney General for the government he said he would support it going to the standing committee on administration of justice. I am now advised by several members of the NDP caucus that they have been instructed to vote against that.

I am quite disturbed and concerned that victims across this province are going to see yet another delay in the entrenchment of rights for victims in this province. The last province in this country to have a government working on this bill is this province of Ontario, with 10 million people.

I can only say that for all those victims who have approached me to share with me their own personal pain and to allow me to understand what they are going through, to allow me to bring forward this bill, I am hopeful that in their name the members of this House will set aside their partisanship and will think about their constituents and consider bringing forward this kind of legislation, which is long overdue. Their cries for justice and compassion should be heard by all members of this House. I ask all members to bring in a victims' bill of rights for Ontario and have this referred to the justice committee of this House so it can become a reality this fall.

1200

CORNWALL AREA ECONOMIC PROTECTION ACT, 1991

LOI DE 1991 SUR LA PROTECTION ÉCONOMIQUE DE LA RÉGION DE CORNWALL

The House divided on Mr Cleary's motion for second reading of Bill 102, which was negatived on the following vote:

La motion de M. Cleary pour la deuxième lecture du projet de loi 102, mise aux voix, est rejetée :

Ayes/Pour-21

Arnott, Bradley, Callahan, Caplan, Carr, Cleary, Cordiano, Cunningham, Daigeler, Fawcett, Harnick, Jor-

dan, McClelland, McLean, Murdoch, B., O'Neill, Y., Phillips, G., Sullivan, Turnbull, Villeneuve, Witmer.

Nays/Contre-34

Abel, Cooper, Coppen, Dadamo, Duignan, Ferguson, Fletcher, Frankford, Gigantes, Haeck, Haslam, Hayes, Hope, Huget, Johnson, Klopp, Laughren, Lessard, MacKinnon, Mammoliti, Martin, Mathysen, Mills, Morrow, O'Connor, Perruzza, Silipo, Sutherland, Waters, Wessenger, White, Wilson, F., Wilson, G., Wood.

VICTIMS' BILL OF RIGHTS ACT, 1991

LOI DE 1991 SUR LA DÉCLARATION DES DROITS DES VICTIMES

The Deputy Speaker: Mr Jackson has moved second reading of Bill 103.

Motion agreed to.

La motion est adoptée.

Mr Jackson: Mr Speaker, I request that the bill be referred to the standing committee on administration of justice.

Clerk Assistant and Clerk of Committees: Mr Speaker, the majority is not in favour of it going to the standing committee.

The Deputy Speaker: The majority of the House not being in agreement with the request of the member, this bill is referred to the committee of the whole House.

Bill ordered for committee of the whole House.

Le projet de loi est déferé au comité plénier de la Chambre.

Mr Jackson: On a point of order, Mr Speaker: Could Hansard record that it was all NDP members who stood against referring this to the standing committee on administration of justice?

Mr Mills: On a point of order, Mr Speaker: I believe the third party asked for it to be on the record that the NDP is against victims of violence.

Interjections.

The Deputy Speaker: Order, please. I will not entertain any more points of order. Thursday mornings are normally nice and quiet. Let's keep it this way.

The House recessed at 1211.

Mayor's Race Relations Committee

NOTICE OF MEETING

URBAN/MUNICIPAL

CAY ON HBL A35

A352

1994

Mayor's Race Relations Committee

Monday, 1994 April 25

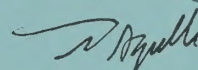
4:30 o'clock p.m.

Room 219, City Hall

URBAN MUNICIPAL

APR

GOVERNMENT DOCUMENTS



Tina Agnello
Acting Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Approval of Minutes

Minutes of Meeting held 1994 March 28.

2. Delegation

Doug Dunford, Hamilton Board of Education

3. Referrals from the Mayor's Race Relations Advisory Council

- (a) Native Studies Programme - Letter to Board of Education.
- (b) Possible Name Change for Mayor's Race Relations Committee and Mayor's Race Relations Advisory Council.

4. Correspondence (for information)

- (a) Royal Canadian Mounted Police - Community Policing Service Standards.
- (b) Ministry of the Solicitor General and Correctional Services - Race Relations Policy for Ontario Police Services.
- (c) Ministry of Citizenship -
 - (i) Roundtable Meeting on Anti-Racism
 - (ii) Remarks on International Day for the Elimination of Racial Discrimination

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY



**Mayor's Race Relations Committee
Agenda - Monday, 1994 April 25**

... 2

- (d) City of Montreal - Calendar Marking black History Month in Montreal
(available at meeting)
- (e) Hamilton Status of Women Sub-Committee - Introduction of New
Chairperson
- (f) Toronto Mayor's Committee on Community and Race Relations -
Communication from the Honourable David Christopherson, MPP, Solicitor
General and Minister of Correctional Services

- 5. Co-Chairperson's Report.
- 6. Sub-Committee Reports.
- 7. Other Business.
- 7. Adjournment.

Monday, 1994 March 28
4:30 o'clock p.m.
Room 233, City Hall

1

The Mayor's Race Relations Committee met.

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman M. Kiss
Jacqueline Crerar
Harry Kandilas
Geoff Small
Santokh Pooni
Marc Haas
William Shaffir
Monty Motomura
Michael Webber

Regrets: Mayor Robert M. Morrow, Co-Chairperson
Alderman F. D'Amico
Sandra Wilson
Mel Madamba

Also present: Susan K. Reeder, Acting Secretary

1. Minutes of the meeting

The Committee was in receipt of the minutes of its meeting held Monday, 1994 February 28th and approved these minutes as circulated.

2. Recommendation - Mayor's Race Relations Advisory Council - Systemic Racism in the Justice System (previously tabled)

The Committee was in receipt of a report from the Acting Secretary of the Mayor's Race Relations Advisory Council dated 1994 February 17th respecting "Systemic Racism in the Justice System". This report contained the following recommendation:

- (a) That letters be sent to the Solicitor General and the Attorney General condemning systemic racism existing in the justice system; and further,
- (b) That the Solicitor General and Attorney General direct their staffs to refer offenders in appropriate proportions (aboriginal, ethnic and visible minorities) to the presently under-utilized services of the John Howard Society and other similar service groups.

Considerable discussion ensued with respect to the appropriateness of the terminology "systemic racism" rather than "systemic discrimination", and it was clarified that this issue has arisen in response to a Report by the Commission on Systemic Racism in the Justice System. Accordingly, the Committee amended and approved the following recommendation for presentation to City Council:

- (a) That in support of the Report by the Commission on Systemic Racism in the Justice System, that letters be sent to the Solicitor General and the Attorney General condemning systemic racism existing in the justice system; and further,
- (b) That the Solicitor General and Attorney General direct their staffs to refer offenders in appropriate proportions (aboriginal, ethnic and visible minorities) to the presently under-utilized services of the John Howard Society and other similar service groups.

3. COMMITTEE NAME CHANGE

The Co-Chair spoke to the Committee regarding this issue, and her views that the name of the Committee should be changed from the "Mayor's Race Relations Committee" to the "Mayor's Anti-Racism Committee".

Considerable discussion ensued on this, and the following other name change possibilities were suggested:

Mayor's Anti-Racism Committee
Mayor's Anti-Discrimination Committee
Mayor's Race Relations and Anti-Discrimination Committee
Mayor's Race Relations and Discrimination Committee
Mayor's Committee on Anti-Racism
Mayor's Committee against Racism and Discrimination

It was agreed that this matter be tabled to the next meeting of the Committee in order to give the members an opportunity to think about the name suggestions.

4. CORRESPONDENCE - CAM JACKSON, MPP, BURLINGTON SOUTH

The Committee was in receipt of correspondence from Cam Jackson, MPP, Burlington South, dated 1994 February 9th respecting a Spectator article of 1993 November 22.

Some discussion ensued with respect to this correspondence, and the Committee agreed to receive and take no action on this matter.

5. REQUEST FOR CONFERENCE COST ASSISTANCE - TYRONE CHILDS

The Committee agreed to table this matter.

6. CORRESPONDENCE

The Committee was in receipt of the following information items:

- (a) Employment Posting - "Community Relations Co-Ordinator" with the Hamilton-Wentworth Regional Police.
- (b) Black Parents Community Group Seminar - 1994 March 30th - 6:00-9:00 p.m.
- Black Youth Achievement Centre.
- (c) Correspondence - Elizabeth G. Bond, Superintendent of Program, The Hamilton Board of Education - dated 1994 March 7th - request to make a short presentation.
- (d) Correspondence - Denise Brooks, Executive Director, Settlement and Integration Services Organization - Invitation to Annual General Meeting Conference and Anniversary Dinner and Dance - 1994 April 29 and 30.

7. CO-CHAIRPERSON'S REPORT

Marlene Thomas-Osbourne advised the Committee that she and Geoffrey Small have attended Conflict Resolution Meetings.

The Co-Chairperson gave a summary on the March 21 and 22 - Elimination of Racial Discrimination Day events.

The Co-Chairperson spoke on the need for the Committee to have a youth rep. and subsequently, the Committee approved the following:

"That the Nominating Committee appoint a youth representative to serve on the Mayor's Race Relations Committee and the Mayor's Race Relations Advisory Council"

The Co-Chairperson requested approval, and the Committee agreed, to hold a Joint Conference with the Public and Private Sector at the end of 1994 June (a Saturday morning) on Employment Equity.

Some discussion ensued on religious holidays and the Committee's meeting schedule, and the Co-Chairperson indicated that she has a listing of these holidays which she will send to the members.

The Co-Chairperson made reference to the "It's Your Festival" at Gage Park, and the Committee agreed that they would participate.

Some discussion ensued on the criteria used for the Committee's Awards Dinner and indicated that the criteria should be more specific. The Co-Chairperson agreed that this matter should be discussed at a future meeting.

The Co-Chairperson displayed the Mayor's Proclamation for the "International Day for the Elimination of Racial Discrimination"

The Co-Chairperson also indicated that for a future meeting there should be discussion on the need for a 1994 Calendar of Events.

The Co-Chairperson also requested approval, and the Committee agreed, that a letter should be sent to members who have missed three consecutive meetings of the Committee and the Advisory Council in order to determine their intent for their participation on these bodies.

8. SUB-COMMITTEE REPORTS

Marc Haas reported on the Media Sub-Committee. He indicated that he signed a contract to receive a VHS tape of a Global broadcast re: turbans/Legion - Dingley which aired 1993 November 30th.

Marc provided an update on the Research Content Analysis project.

Marc also spoke on the correspondence received from Ken Stone complaining about a Cable 14 Show where Doug Farroway referred to questions posed in an Angus Reid Poll as promoting racism. Marc indicated that he spoke to the Vice-President of Angus Reid and was advised that Mr. Farroway took a very small part of the Poll and used it on his show.

Considerable discussion then ensued on whether this matter should be pursued further.

Jacqueline Crerar spoke to the Committee regarding the Research Content Analysis project, and referred to documentation she had copied from the Library regarding the CRTC procedures on complaints. Some discussion ensued, and it was agreed that a copy of this material would be made available to Marc Haas.

Geoff Small requested that the Committee moved In Camera to hear his Report on the Mediation Sub-Committee.

Monty reported on the Public Awareness Sub-Committee.

10. ADJOURNMENT

There being no further business, the meeting then adjourned.

Taken as read and approved,

Marlene Thomas Osbourne,
Co-Chairperson

Susan K. Reeder
Acting Secretary
1994 March 28th

3a)

OFFICE OF THE CITY CLERK

MEMORANDUM

TO: Susan K. Reeder, Acting Secretary
Mayor's Race Relations Committee
City Clerk's Department

YOUR FILE:

FROM: Charlene J. Touzel, Acting Secretary
Mayor's Race Relations Advisory Council
City Clerk's Department

OUR FILE:
PHONE: 546-3994

SUBJECT: Native Studies Program - Letter to
Board of Education

DATE: 1994 April 12

Please be advised that the Mayor's Race Relations Advisory Council at its meeting held 1994 April 8 approved the following:

That given the Board of Education's commitment to anti-racism and its race relations policy and given the fact that the Ontario Ministry of Education will completely fund Native Studies Projects to the extent of 100% coverage of classrooms, books, busing and teachers' salaries and given that the presence in Hamilton of a sizable native population who wants its children educated in native languages, that a letter be sent to the Hamilton Board of Education inquiring as to why they have failed to take advantage of Ministry funding in instituting a Native Studies Program.

Kindly place this item on the next agenda of the Mayor's Race Relations Committee for discussion and approval.

Your co-operation in this regard is most appreciated.

Chouzel

cc Michael Webber, Chairperson, Mayor's Race Relations Advisory Council
Helen Probert, Member, Mayor's Race Relations Advisory Council

OFFICE OF THE CITY CLERK

MEMORANDUM

TO:	Susan Reeder, Acting Secretary Mayor's Race Relations Committee City Clerk's Department	YOUR FILE:	
FROM:	Charlene J. Touzel, Acting Secretary Mayor's Race Relations Advisory Council City Clerk's Department	OUR FILE:	
		PHONE:	546-3994
SUBJECT:	Possible Name Change for Mayor's Race Relations Committee and Mayor's Race Relations Advisory Council	DATE:	1994 April 12

The Mayor's Race Relations Advisory Council at its meeting held 1994 April 8 considered the following Notice of Motion:

That the Mayor's Race Relations Advisory Council's name be changed to the Mayor's Anti-Discrimination Council.

Considerable discussion ensued with respect to this matter and the Council was advised that the Mayor's Race Relations Committee is also discussing this matter and has a number of suggested name changes for both the Committee and the Advisory Council.

Given the above, the Advisory Council has asked that the Mayor's Race Relations Committee not make a decision on a name change until the Advisory Council has had an opportunity to review the suggested names. The Advisory Council felt that the decision to change the name of the Committee and the Advisory Council should be a joint decision between the Committee and the Advisory Council.

Please forward a list of the suggested name changes to me at your earliest convenience so that I may place this information on the next agenda of the Mayor's Race Relations Advisory Council.

Your co-operation in this regard is most appreciated.

cc Mayor Morrow, Chairperson, Mayor's Race Relations Committee
Marlene Thomas-Osborne, Co-Chairperson, Mayor's Race Relations Committee
Michael Webber, Chairperson, Mayor's Race Relations Advisory Council
Gary Ostofi, Mayor's Race Relations Advisory Council



Royal Canadian Mounted Police
Gendarmerie royale du Canada

Security Classification / Designation
Classification / Désignation sécuritaire

MAR 21 1994

4a)

P.O. Box 487
Main Post Office
Hamilton, Ontario
L8N 3H8
(905) 572-2401

Your file

Votre référence

1994.03.07

Our file

Notre référence

Mayor of Hamilton
Race Relations Committee
City Hall
71 Main Street W.
Hamilton, Ontario
L8N 3T4

✓ To see.
maurice.com

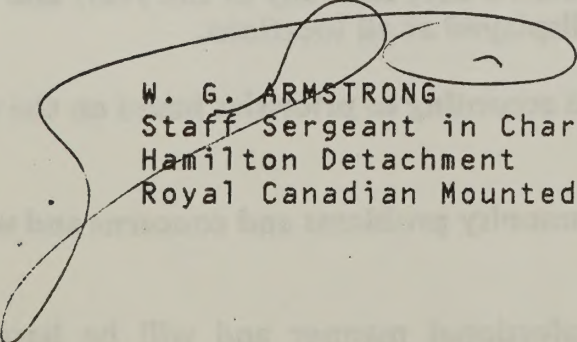
Dear Mr. Mayor:

This letter, with attachment, is being sent to you in order to familiarize you and your Board or Council with the Royal Canadian Mounted Police 'COMMUNITY POLICING SERVICE STANDARDS'.

As you are no doubt aware, the R.C.M.P.'s role in this community is quite low profile. It is, nevertheless, important for us that key Agencies, Boards and Councils who represent the community are familiar with our mandate and our commitment towards fulfilling a particular service and role within the community. In this regard, I am sending the attached R.C.M.P. Standards and I would welcome any comment or feedback you may wish to make in this regard.

Thank you for your attention to this letter.

Yours truly


W. G. ARMSTRONG
Staff Sergeant in Charge
Hamilton Detachment
Royal Canadian Mounted Police

Canada



COMMUNITY POLICING SERVICE STANDARDS

1. Detachment responses to community problems will be based on consultation and joint planning with clients and community partners such as: community consultative professional, service, and other groups.
2. Service to the general public will be provided at all times in a courteous, helpful, and culturally sensitive manner.
3. R.C.M.P. personnel will, in consultation with community groups, participate in the development and implementation of crime prevention programs appropriate to the needs of the community.
4. Emergency police service will be available 24 hours a day, each day of the year, and other services will be available during hours clearly displayed at all locations.
5. Response to all calls for service will be addressed according to priorities based on the needs of the community and operational demands.
6. Patrols will be directed to the resolution of community problems and concerns and will be accessible to the public.
7. All investigations will be conducted in a professional manner and will be based on principles of law and ethics.

8. All victims and witnesses will be treated with sensitivity and understanding and , if they desire, directed to other helping agencies.
9. When assistance is accepted by a victim or witness, there will be at least one follow-up contact or inquiry by the R.C.M.P.
10. All persons detained in custody will be treated with fairness and dignity, provided necessary services and prevented to the utmost of R.C.M.P. ability from harming themselves.
11. The R.C.M.P. will willingly give advice and assist in the resolution of complaints against the R.C.M.P. or its members, and all complainants will be kept informed of progress, in accordance with R.C.M.P. policy.
12. Information will be released unless it compromises privacy legislation, investigational techniques, suspects' rights or sources of information.
13. The public areas of R.C.M.P. facilities will be clean, in good repair, welcoming and accessible to all.
14. R.C.M.P. services will be available in both official languages and, where the major language of the community served is different, interpreters will be utilized.
15. Mission Statements will be clearly displayed in the public reception areas of all R.C.M.P. buildings.

1. All claims and defenses will be governed by the law of the State of New York, and the venue for the trial of this case shall be in the County of New York.
2. The parties agree that the arbitration panel shall consist of three members, one member to be designated by each party and the third member to be designated by the two designated members.
3. The arbitration panel shall meet in New York City, New York, and the arbitration shall be conducted in English.
4. The arbitration panel shall have the authority to award damages, including interest and costs, and to grant any other relief that it deems appropriate.
5. The arbitration panel shall have the authority to issue interim orders and to conduct discovery.
6. The arbitration panel shall have the authority to award punitive damages if it finds that the defendant acted with malice or gross negligence.
7. The arbitration panel shall have the authority to award attorney's fees and costs to the prevailing party.
8. The arbitration panel shall have the authority to award prejudgment interest.
9. The arbitration panel shall have the authority to award postjudgment interest.
10. The arbitration panel shall have the authority to award costs of arbitration.
11. The arbitration panel shall have the authority to award costs of litigation.
12. The arbitration panel shall have the authority to award costs of appeal.
13. The arbitration panel shall have the authority to award costs of enforcement.
14. The arbitration panel shall have the authority to award costs of collection.
15. The arbitration panel shall have the authority to award costs of enforcement of its award.
16. The arbitration panel shall have the authority to award costs of enforcement of its award.
17. The arbitration panel shall have the authority to award costs of enforcement of its award.
18. The arbitration panel shall have the authority to award costs of enforcement of its award.
19. The arbitration panel shall have the authority to award costs of enforcement of its award.
20. The arbitration panel shall have the authority to award costs of enforcement of its award.



46 MAR 2 9 1993

Office of the
Minister

Ministry of the
Solicitor General and
Correctional Services

Suite 400, North Tower
175 Bloor St E
Toronto ON M4W 3R8

Bureau 400, tour nord
175 rue Bloor E
Toronto ON M4W 3R8

Bureau du
ministre

Ministère du
Solliciteur général et des
Services correctionnels

Telephone: (416) 326-5075
Fascimile: (416) 326-5085

Téléphone : (416) 326-5075
Télécopieur : (416) 326-5085

To sec. 7
R- Relations comm.

Dear Community Member:

I am pleased to advise you of the support the Race Relations Policy for Ontario Police Services has received from the police and the community since the policy was launched on April 5, 1993.

To date, the policy has been adopted by 94 of 109 police services in Ontario, including the province's largest services, Metro Toronto and the Ontario Provincial Police. The policy now covers 98 per cent of the total number of police services employees in the province. The remaining police services boards are expected to adopt the policy in the upcoming months.

To help ensure the effective implementation of the policy, the ministry's Race Relations and Policing Unit is offering substantive assistance to all police services in the province through consultation, training, resource materials and the development of community-based projects. Training, specifically on policy implementation, is underway.

Mr. Nazru Deen, Chair Designate, Race Relations, Police Monitoring and Audit Board, is in the process of developing auditing methodology for future assessment of implementation of the Provincial Race Relations Policy for Police Services. To date, he has met with more than 60 community and police representatives to get input into the establishment of the Board.

I believe that this policy is an important step towards the government's overall priority of eliminating all forms of racism in public institutions and ensuring equitable treatment of all Ontarians. I will continue to keep you informed on this and other race relations initiatives developed by my Ministry.

Sincerely,

David Christopherson, MPP
Hamilton Centre
Solicitor General and
Minister of Correctional Services

Ministry of the
Solicitor General and
Correctional Services

Ministère du
Solliciteur Général et des
Services correctionnels

FOR IMMEDIATE RELEASE

March 21, 1994

**98% OF POLICE EMPLOYEES COVERED BY
RACE RELATIONS POLICY FOR ONTARIO POLICE SERVICES**

Toronto, Ont. - The Honourable David Christopherson, Ontario Solicitor General and Minister of Correctional Services, today announced the successful adoption of the Provincial Race Relations Policy for Ontario Police Services.

Mr. Christopherson made his remarks to the Council on Human Rights and Race Relations on the occasion of International Elimination of Racism Day. "The police have shown their commitment to enhancing race relations through their voluntary adoption of this policy. I am very pleased with the support this policy has received from the police and the community alike, since its official launch," said the Minister.

The policy was officially launched by the Minister on April 5, 1993. To date, the policy, has been adopted by 94 of the 109 police services in Ontario, including the province's largest police services, Metro Toronto and the Ontario Provincial Police. This policy now covers 98 per cent of the total number of police services employees in the province.

The Race Relations Policy for Ontario Police Services, developed by the ministry in consultation with police and community organizations across the province, provides a framework for all police race relations initiatives. "The policy provides police services with a set of effective guidelines that will help them to ensure fair and equitable services are delivered to all members of the community. It will assist them to establish and maintain a discrimination-free workplace," added the Minister.

-30-

For further information contact:

Merike Por
Communications Branch
(416) 325-5010

Ce document est aussi disponible en français.

arrest, crowd control, hiring and promoting — to make sure they are not discriminatory

- providing race relations training to their staff
- training all staff on their responsibilities under this policy
- actively supporting and encouraging community policing
- informing their communities about this policy and what is being done to carry it out
- putting mechanisms in place to monitor how the policy is being carried out.

How will the public benefit?

The Race Relations Policy benefits all Ontarians.

By adopting the policy, police services will be more effective in working with groups of diverse backgrounds. This in turn will help build trust and improve relations between the police service and its community. And with increased public support and racial harmony, public safety and security will be enhanced.

What about employment equity?

Ontario's police services are now required by law to have employment equity programs. They must establish policies that eliminate workplace

discrimination and harassment. They must remove systemic barriers in hiring and promotion and introduce measures to increase the opportunities of under-represented groups.

The Race Relations Policy embraces the principles of employment equity. It requires that police services maintain a discrimination-free workplace and reflect the racial diversity of the community.

Where do I fit in?

Everyone has a role to play in the elimination of racism. Community awareness and involvement are important to the policy's success.

You too, as an individual or as a member of a community organization, can contribute by working with your local police service to put the policy into action.

For more information contact:

The Race Relations and Policing Unit
Ministry of the Solicitor General and
Correctional Services

2195 Yonge Street, 3rd Floor
Toronto, Ontario M4S 2B2

phone: (416) 326-9325

fax: (416) 326-9351

or call toll-free from outside Toronto

1-800-668-0373

A Layperson's Guide

Race Relations Policy for Ontario Police Services

A renewed commitment

Ontario police services are approaching fairness, equity and community involvement in a new way and the Race Relations Policy is their guidepost.

Why a policy?

In Ontario's multiracial society, all public institutions have a responsibility to take steps to prevent racism and discrimination. The Race Relations Policy is a clear and open commitment of Ontario police services to show leadership in these areas.

By recognizing values such as equity, fairness and community involvement, the policy provides a guide to policing of the very best quality. It reflects the fundamental principles of the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code. It also carries forward the principles laid out in the Ontario Police Services Act, 1990. These principles stress how important it is for police services to:

- ensure all persons and property are safe and secure
- safeguard the fundamental rights guaranteed by the Charter of Rights and Freedoms and the Human Rights Code
- co-operate with the communities they serve

- respect victims of crime
- be sensitive to the pluralistic, multi-racial and multicultural character of Ontario society
- be representative of the communities they serve

The Race Relations Policy will also play a key role in promoting community policing. This is where the local community works in partnership with its police service to help identify policing priorities and set goals to ensure public safety, peace and security.

How was the policy developed?

Knowing it was important to understand the diverse needs and interests of everyone affected, the Ministry of the Solicitor General and Correctional Services consulted widely before writing the policy. Almost two years were spent consulting with police and community groups, researching and writing. Guidance and direction were provided by an advisory committee made up of representatives of police, community organizations, the ministry, the Ontario Anti-Racism Secretariat and the Ontario Human Rights Commission.

What does the policy say?

The Race Relations Policy states that everyone has the right to live and work in an environment free of racism. All police employees must play an active role in eliminating racism in all its forms.

The policy requires police to deliver services without discrimination on the basis of race, ancestry, place of origin, colour or ethnic origin.

When dealing with the public, police must:

- provide services in a fair and equitable manner to all members of society
- treat every community and individual fairly and equitably
- respect all communities by recognizing their racial, cultural and linguistic diversity
- develop a co-operative relationship with their communities.

When dealing with its employees, every police service must take steps to:

- eliminate racism and discrimination in the workplace
- make sure internal policies and operations are bias-free
- develop a workforce that at all levels, whether uniform or civilian, reflects the racial diversity of the community.

How will these goals be accomplished?

Police services can put the policy into action by:

- reviewing policies, procedures and practices in all areas of administration and operation — including response to calls, investigation and



4c)

Minister
Ministre

Ministry of
Citizenship

Ministère des
Affaires civiles

5th Floor
77 Bloor Street West
Toronto, Ontario
M7A 2R9
Tel: (416) 325-6170
Fax: (416) 314-6042

5^e étage
77, rue Bloor ouest
Toronto (Ontario)
M7A 2R9
Tél: (416) 325-6170
Télééc.: (416) 314-6042

To see.

March 21, 1994

R - Rel's comm.

Dear Friends,

In my last letter, I told you about the work of the Cabinet Roundtable on Anti-Racism which was created to assist the Ontario Government to address the problem of racism. Today, I would like to tell you about the Roundtable's third meeting which was held earlier this month in Kingston.

Successful! That's the word for the Kingston meeting. About 75 people from communities and government came together to establish links, build relationships and share ideas on how to combat racism in Ontario.

Community/government dialogue is key to the successful fight against racism, and the meeting was marked by thoughtful presentations and valuable exchanges. An information session for members of the three issue groups - coalitions of community organizations representing racial minorities and racial minority francophones from Kingston and region and Ottawa - was held on the evening of March 8th, prior to the next day's meeting.

Because staff from the ministries responsible for economic development, education and justice were in attendance, the issue group members got the chance to ask questions and share their thoughts about government programs and anti-racism initiatives. Most importantly, issue group members had direct access to the people who work in the programs and make decisions. Links and relationships were strengthened, which will definitely reinforce the government's on-going effort to provide better service to racial minority and Aboriginal communities.

Discussions continued at the Roundtable meeting on March 9th when Ministers, Deputy Ministers and other community members of the Roundtable joined the group in Kingston. The issue groups made presentations on economic, education, and justice issues. Obstacles that block both individual and community economic opportunities was a critical theme that emerged during the presentations. The issue groups described how hard it is to get access to information, government and financial institution funds, government programs, and business training.

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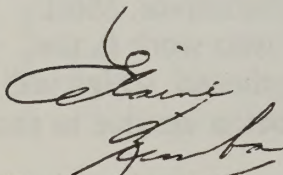
Many helpful suggestions for change were put forward by the issue group. They stressed partnership and self-sufficiency. Communities working in partnership with government, institutions, and business and using the expertise already available in racial minority communities, was seen as an effective way to deal with racism.

The Government of Ontario is actively working to address systemic racism, and since our mandate began we have created new programs or expanded existing programs and initiatives to make change. For example, securing government contracts and tenders was identified as a difficulty for racial minority and Aboriginal firms. To deal with this problem, a review of the purchasing policies and procedures of three ministries is under way. The aim is to find and remove the blocks that prevent business people in these communities from competing for government contracts.

I was impressed by the dedication and efforts of the participants at the Kingston meeting. The Roundtable will continue to review the many suggestions and ideas before it. It is clear that we must continue to work hard to eliminate racism in Ontario. This can be done effectively by making sure that the needs of racial minority and Aboriginal communities are heard and addressed. In Ontario, true prosperity will occur only when all of us can fulfil our potential and actively share in our province's social and economic development.

Today, as we observe the International Day for the Elimination of Racial Discrimination, let us renew our commitment to securing dignity and equality for all. As chair of the Cabinet Roundtable on Anti-Racism, I hope you will continue to work with us to reach this goal.

Yours truly,



Elaine Ziemba
Minister of Citizenship
with responsibility for
Human Rights, Disability Issues,
Seniors' Issues and Race Relations

Attachments

Remarks by

The Honourable Elaine Ziemba
Minister of Citizenship
with Responsibility for
Human Rights, Disability Issues,
Seniors' Issues and Race Relations

on

International Day for
the Elimination of
Racial Discrimination

March 21, 1994

March 21 -- the International Day for the Elimination of Racial Discrimination -- is an occasion for all of us to pause, reflect and vow to work hard together to overcome all forms of racism and discrimination.

The Multicoloured Bow is a symbol for the observance of this day. I would like to take this opportunity to thank the Regional Multicultural Youth Council of Northwestern Ontario for initiating this bow a few years ago, and for supplying us with bows today. As the attached card says, the ribbons of the bow represent all peoples of the world and the harmony created when we all work together.

In Ontario, diversity is our greatest strength -- culturally, socially and economically. It was the First Nations who originally settled our land -- followed by immigrants from perhaps 100 different countries. Together -- through skills, hard work and devotion to family and community -- we have built this province and made it a home for us all.

This international day was introduced by the United Nations in the 1960s to remember the Sharpeville massacre in South Africa -- in which more than 70 peaceful anti-apartheid demonstrators were killed and more than 180 wounded. It was also to proclaim and recognize that racial discrimination is a global problem.

It is a fact that Ontario has not escaped racism. Community representatives tell us of incidents of hostility, harassment and inequitable treatment of members of racial minorities.

Some of the reaction to the current review of federal immigration policy is also disturbing. As Minister of Citizenship, I am deeply concerned to see racist undercurrents surfacing in the debate.

In the present climate, all of us in political life have a special responsibility to show leadership on this issue. This is a time for all political parties, not to exploit divisions for partisan gain, but to work together in a common front against racism in all its forms. We must stand up to condemn racial hatred and declare that racism will not be tolerated in Ontario.

But words alone are not enough. We must take action to combat racism and to strengthen the bonds that unite our multiracial society. Our government is doing exactly this.

We are eliminating the barriers to full and equitable delivery of government services to all of Ontario's communities. And we are opening up participation in the planning and design of government programs and policies to respond to the needs of all.

We recognize that racism is one of the most serious barriers we face to economic growth and the creation of new jobs in this province. Not only is racism unjust, it is an enormous waste of human resources. We need the skills and talents of all our people to make our economy more productive, more competitive and the creator of more jobs.

Our government has moved to ensure that all of Ontario's communities have the opportunity to participate in and contribute to economic renewal. For example:

-- the jobs Ontario Community Action Program is sparking economic growth by assisting projects ranging from business facilities to community centres;

-- 23 demonstration projects are under way to expand access to professions and trades for people trained outside Ontario;

-- and the Employment Equity Act will remove barriers to fairness in hiring, promotion and equitable treatment in the workplace.

Our government has acted on all 24 recommendations in the Stephen Lewis Report submitted in June 1992. These initiatives form the cornerstone of our broader anti-racism agenda for Ontario.

One of the Lewis recommendations was the creation of the Cabinet Roundtable on Racism, which gives racial minority and Aboriginal communities direct access to the government decision-making process. Earlier this month the Roundtable held its third meeting, in Kingston.

This session demonstrated that the Roundtable is fostering strong community coalitions to communicate with government. In the Ottawa and Kingston areas, various groups are coming together, some for the first time, to develop proposals to eradicate racism.

A major direction in our anti-racism agenda is to ensure that government initiatives in such key areas as education and justice reach all Ontario's communities. Examples of our efforts to include everyone are: the Partners in Education program, which pairs universities with secondary and primary schools to find new ways to recruit racial minority and Aboriginal students; and the government team which is assisting municipal police services across the province to adopt and implement the new Race Relations Policy for Police Services.

I am particularly proud of the work of the Ontario Anti-Racism Secretariat within my ministry. Through a network of regional offices OARS equips community groups with the tools to plan and carry out anti-racism initiatives.

Taking down the barriers of racism is not only a provincial responsibility; it is a federal responsibility too. It is especially important to overcome the systemic barriers facing newcomers to our country.

At present, Ontario receives 59 per cent of immigrants to Canada, but only 39 per cent of federal dollars for settlement services and language training. This fiscal year the federal government is spending \$760 per immigrant in Ontario compared with \$1500 per immigrant in other provinces. This is not fair to Ontario or to those who choose to live here and want to participate fully in the life of the province.

Ontario is seeking an immigration agreement that would enable the two levels of government to plan and co-ordinate settlement support more effectively, while making sure Ontario obtains a fair share of federal funding. In January, my colleague the Minister of Community and Social Services and I held a meeting with the federal Minister of Citizenship and Immigration to open discussions on this issue. Over the next few months federal and provincial officials will be meeting to pursue this matter -- with the critical objective of placing Ontario's crucial immigration services on a sound footing.

In these times of rapid change, we must not forget our roots. Our history begins with the First Nations. And our people have come from virtually every nation on earth. This diversity has enriched us all. We must keep our hearts open to our great tradition of building a prosperous and dynamic society from the efforts of many different hands.

Racism is the antithesis of everything Ontario stands for. This international observance challenges all of us -- in every walk of life -- to help eradicate racial discrimination. Let us wear the Multicoloured Bow as a sign of our commitment to fighting racism every day of the year.

Ministry of
Citizenship

Ministère des
Affaires civiles

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Ce texte est disponible en français.

FOR IMMEDIATE RELEASE
March 20, 1994

**CITIZENSHIP MINISTER ZIEMBA ANNOUNCES MORE THAN \$1 MILLION
IN FUNDING FOR COMMUNITY-BASED ANTI-RACISM INITIATIVES**

TORONTO - Efforts to combat racism in Ontario were given a boost today with \$1,117,800 in provincial grants from the Ministry of Citizenship to community-based organizations.

"This funding will support those on the front lines in their work to eliminate racism. Now 84 local and regionally-based community groups can undertake new initiatives that can help to remove racial barriers in Ontario," said Minister of Citizenship, Elaine Ziemba. "The Ontario government is proud to be their partner in this endeavour."

The Minister made the announcement at an annual rally to commemorate March 21, the International Day for the Elimination of Racial Discrimination. The rally, held at Nathan Philips Square, was organized by the Anti-Racism Response Network of the Urban Alliance on Race Relations.

Grants announced today represent the 1993-94 funding from the Anti-Racism Project Funding Program. Managed by the Ontario Anti-Racism Secretariat of the Ministry of Citizenship, the program helps community organizations to develop projects that address systemic racism, advocate for anti-racism change in organizations, institutions, and society and reduce barriers experienced by racial minority and Aboriginal communities. The program was set up in 1992.

"Racism is the antithesis of everything Ontarians stand for. On this International Day for the Elimination of Racial Discrimination, let us all resolve to join in the struggle to eradicate racism from our province," said Minister Ziemba.

Information on the anti-racism funding programs of the Ministry of Citizenship can be obtained from the Ontario Anti-Racism Secretariat at (416) 326-9702.

-30-

A partial list of grant recipients is attached.

Media Contact: Lynne Ragsdale,
Ministry of Citizenship Communications,
(416) 314-7231



**ANTI-RACISM STRATEGY PROJECT FUNDING PROGRAM
GRANT RECIPIENTS**

Thunder Bay	Nishnawbe Aski Nation	\$35,000
Toronto	Gayatri Pariwar Yugnirman	\$20,000
North York	Harriet Tubman Organization	\$15,000
Etobicoke	United Food and Commercial Workers International Union	\$20,000
North York	Korean Canadian Cultural Association	\$10,000
Toronto	Danceworks	\$ 9,000
Toronto	Urban Alliance on Race Relations	\$25,000
Toronto	CERA	\$15,000
North York	Afghan Association of Ontario	\$15,000
North York	League for Human Rights of B'Nai Brith Canada- Ontario	\$15,000
Scarborough	Malvern Community Youth Organization	\$ 8,000
Brampton	CAN-SIKH Cultural Centre	\$ 8,000
Toronto	Bloor Information and Legal Services	\$10,000
Whitby	The Inter-Organization Resources Network (Durham) Inc.	\$18,000
Toronto	APHONEC	\$10,000
North York	Goals for Youth	\$15,000
Etobicoke	Le comité des Femmes/Association Camerounaise	\$10,000
Etobicoke	Somali-Canadian Association of Etobicoke/Somali Immigrant Aid Assoc.	\$25,000
Oshawa	Multicultural Council of Oshawa/Durham	\$18,000
North York	Canadian Jewish Congress-Ont. Region	\$ 7,000
Toronto	Council on Human Rights and Race Relations	\$15,000
Scarborough	Warden Woods Community Centre	\$12,000
Toronto	South African Support and Information Centre	\$15,000
Toronto	South Asian Women's Centre	\$15,000
North York	Canadian Tamil Women's Community Services	\$15,000
Toronto	Alliance for Employment Equity	\$20,000
Toronto	Unemployed Professional Women's Assoc.	\$10,000
Toronto	African Oracle Support Group Ontario	\$10,000

Toronto	Gay Asians of Toronto	\$15,000
Toronto	Ontario Black History Society	\$15,000
Scarborough	GTA Community and Race Relations Assembly	\$10,000
Oshawa	Congress of Black Women-Durham	\$ 8,500
Ajax	Social Development Council of Ajax-Pickering	\$15,000
Etobicoke	Bangladesh Canadian Social Settlement Services	\$ 5,000
Mississauga	Peel Multicultural Council	\$ 7,000
Mississauga	Association of Black Employees of Ontario Hydro	\$ 9,000
Toronto	Jesuit Centre for Social Faith and Justice	\$10,000
North York	Lawrence Heights Community Health Centre	\$18,000
Toronto	Vietnamese Youth Centre for Toronto	\$10,000
Rexdale	Somali Community Centre of Etobicoke	\$15,000
Oakville	Halton Multicultural Council Inc.	\$18,000
Toronto	Pinoy Sa Canada	\$15,000
Toronto	Le Réseau des Femmes Noires Francophones	\$15,000
Etobicoke	United Steelworkers of America	\$20,000
Scarborough	National Council of Indigenous Afro-Metis	\$15,000
Ottawa	Canadian Alliance for Visible Minorities	\$10,000
Ottawa	Odawa Native Friendship Centre	\$15,000
Ottawa	Multicultural Women's Organization of Ottawa-Carleton	\$10,000
Ottawa	Disabled Persons' Community Resources	\$10,000
Vanier	Centre des services communautaires de Vanier	\$15,000
Ottawa	Ethiopian Community Association	\$10,000
Ottawa	Tongu Youth and Children Evangel Canada	\$10,000
Ottawa	Somali Canadian Youth Association	\$10,000
Kingston	Kingston Global Community Centre	\$20,000
Welland	Welland Heritage Council	\$10,000
London	Youth for Social Justice College (OXFAM Canada)	\$11,000
Windsor	Windsor Local Youth Network and Community Services	\$20,000
London	Ethiopian Association of London	\$15,000
London	London Jewish Federation	\$18,000

Warton	Saugeen Ojibway First Nations	\$20,000
Timmins	Timmins Native Friendship Centre	\$18,000
Nipissing	Nipissing Band of Ojibways	\$14,400
Kenora	Kenora Drop-in Centre	\$18,000
Thunder Bay	Regional Multicultural Youth Council	\$18,000
Fort Frances	United Native Friendship Centre	\$15,000



Backgrounder on the Stephen Lewis Report

March, 1994

Introduction

Since June 9, 1992, the Stephen Lewis Report has provided the impetus for many of the anti-racism programs and policies that the government has undertaken to secure the equitable treatment of racial minority communities in Ontario. Within 18 months, the government acted upon all of the 24 recommendations contained in the Report. These initiatives, especially in the three key areas of justice, education and training, and community and economic development, have also formed the cornerstone of the government's broader anti-racism agenda for Ontario.

The Justice System

The Lewis Report made eight recommendations to improve the justice system in Ontario. They were designed to build a sense of confidence, trust and improved relations between minority communities and those who serve in the police services, in the criminal justice system and in Ontario's corrections systems.

Within the area of policing, the government responded immediately by reconstituting the **Race Relations and Policing Task Force** on July 6, 1992. By November, the Task Force had tabled a report of 42 recommendations designed to make police services across Ontario more representative of, and more responsive and accountable to, the racial minority communities they serve. The Ministry of the Solicitor General and Correctional Services is now in the process of implementing many of these recommendations.

In September, 1992, the government announced that it would establish a new **Race Relations and Policing Monitoring and Audit Board**, in order to monitor and audit the performance of police services in the implementation of employment equity and race relations policies. Nazru Deen, the Chair Designate of the board, is consulting with communities and the police across Ontario to determine the role, mandate and initial workplan of the board, and to develop a race relations auditing methodology.

Lewis also recommended amendments to the **use-of-force regulation** in the Police Services Act, asking for clearer guidelines for the police, alternatives to lethal force, and the filing of reports when guns are used. The government responded in September, 1992 by announcing a new, province-wide use-of-force regulation. The first class of recruits to receive the enhanced 60-day training course in use-of-force and race relations graduated at the end of March, 1993. The first cycle of the annual use-of-force requalification training for all Ontario police services is expected to be completed by June 1994.

In response to Lewis's call for race relations training for Ontario police, anti-racism training is now available to police services across the province and is being delivered to recruits at the Ontario Police College. Front-line constables at 79 police services across Ontario can access "Two-Way Streets", an interactive laser video program on anti-racism. Seventeen police officers have been trained to deliver "Policing in a Multi-Racial Society", an eight-day anti-racism program incorporating a community study component. And the Race Relations and Policing Unit of the Ministry is providing support to police services for implementation of the new Race Relations Policy, including presentations, training, consultation and project grants.

The government moved on a number of other Lewis recommendations aimed at improving the criminal justice system for racial minorities. Funding for a program of ethno-specific counselling and support services to assist offenders in the correctional system was renewed in September 1992.

In April, 1993, the Special Investigations Unit was transferred from the Ministry of the Solicitor General to the Attorney General, pending amendments to the Police Services Act. This move helps to ensure the agency's independent investigative capacity.

The government also announced its intention to effect changes which will allow race-related complaints to go directly to the Police Complaints Commissioner, rather than to the complaints bureau of the police force in question.

Finally, Lewis called for an inquiry into race relations and the criminal justice system. The Commission on Systemic Racism in the Ontario Criminal Justice System began work on October 26, 1992, with community representative Margaret Gittens and Judge David Cole as co-chairs. The Ministry of the Solicitor General and Correctional Services is currently addressing the recommendations of the commission's interim report on racism in correctional facilities, which was released in February 1994.

Employment Equity

Calling employment equity the "consummate affirmation of opportunity and access" for racial minority communities, Lewis asked the government to move quickly on its Employment Equity legislation. Bill 79 was introduced on June 25, 1992, and received Third Reading on December 9, 1993. It will be proclaimed this year.

Education and Training

While Lewis acknowledged that some progress had been made to address systemic racism in the school system, he maintained that, for the most part, Ontario's education system simply does not meet the needs of racial minority students, especially black students. He recommended 10 initiatives to address racism at all levels of education.

By October 1993, the Ministry of Education and Training had taken action on all the Lewis recommendations with three goals in mind: to eliminate barriers to the recruitment of racial minorities and Aboriginal peoples into the teaching and administrative levels of the education system; to eliminate racism at the classroom level; and to make the curriculum more reflective of the students served by the school system in Ontario.

To address recruitment, the Ministry undertook four measures.

In July, 1993, it announced \$1.4 million for eight initiatives aimed at increasing the representation of teachers from racial minority, Aboriginal and ethnocultural communities under-represented in the teaching profession. These initiatives include recruitment, admissions and programming in the faculties of education, and certification of teachers trained outside Canada. They went far beyond the Lewis recommendation to review the admission requirements of Faculties of Education.

In response to Lewis's call to monitor implementation of employment equity in Ontario school boards, the government passed Bill 21 in July 1992, giving the Education Minister the authority to require school boards to implement employment equity policies. This legislation will now be harmonized with Bill 79, the government's Employment Equity law, the latter of which will also apply to colleges and universities.

The Ministry also released guidelines in October, 1993, for changes in the composition of governing boards of colleges and universities to ensure that their boards, in Lewis's own words, "reflect the changing society of Ontario."

To address the Lewis recommendations on racism and discrimination in the classroom, the government undertook three measures. Lewis called for the elimination of streaming in the school system. By September 1994, all boards will have fully implemented the destreaming of Grade 9. Lewis also called for the implementation of anti-racism policies in school boards. The Ministry of Education and Training now requires school boards to develop and implement policies on anti-racism and ethnocultural equity and submit them for approval. At the post-secondary level, a policy framework calling for zero tolerance of harassment and discrimination at colleges and universities was announced in October, 1993. Post-secondary institutions are to submit their policies to the Ministry of Education and Training for review.

Lewis felt that it was "absolutely fundamental" that an Assistant Deputy Minister at the Ministry of Education and Training be named to manage anti-racism and ethnocultural equity issues. In October, 1993, Ouida M. Wright was appointed the Assistant Deputy Minister for Anti-Racism, Access and Equity in the Ministry. Ms. Wright is responsible for leading a new division to ensure that the education, training and employment policies, programs, services and practices within the Ministry's jurisdiction are, and will continue to be, anti-racist and equitable.

In conjunction with the elimination of streaming, the government took the Lewis recommendation "to pursue, with unrelenting tenacity, the revision of curriculum at every level of education" as a serious undertaking. In early 1993, the Ministry consulted extensively with principals, superintendents, community representatives and students on this issue. The Ministry has made a commitment to address anti-racism, on an ongoing basis, in all policy and curriculum documents in development. This commitment has been realized in various documents. For example, the Common Curriculum includes an integrated anti-racism perspective. Changing Perspectives, an anti-racism resource document for teachers from kindergarten to the end of high school was released in July 1993. Another anti-racism resource document for teachers from kindergarten to Grade 9 is expected to be released this spring, and an Aboriginal resource document will be released in 1995.

The Circular 14 Advisory Committee, which advises on learning materials and textbooks, has been expanded to include racial minority educators. New criteria for evaluating bias in learning media for youth in schools have been developed. Select textbooks, currently on Circular 14, are being re-evaluated in terms of bias. In addition, training programs for evaluators and publishers are now being held.

The government has also begun to address Lewis's concern about support for Ontario's English as a Second Language/Actualisation linguistique en français programs. During 1993, the Ministry through the Ontario Institute for Studies in Education, conducted a survey of these programs in 20 school boards to assess the overall adequacy of programming in relation to need.

Access to Professions and Trades

Lewis recommended that the government expand its commitment to developing a system which allows foreign-trained professionals and tradespersons to work in their respective fields in Ontario. The Ministry of Citizenship responded in December, 1992 with a **comprehensive strategy on Access to Professions and Trades**. As of this March, 23 demonstration projects totalling \$1 million are in place to help remove systemic barriers that prevent individuals trained outside Ontario from working in their fields.

Government Relations

The Ontario Training and Adjustment Board has a Director specifically representing racial minorities. A formal reference group has been established and the Director was selected by the Racial Minorities Reference Group. In addition, both business and labour have Directors who are racial minority representatives.

Lewis also identified the need for a strong, close partnership between racial minority communities and government in order to deliver programs that meet the needs of these communities. Specifically, he recommended a restructuring and **enhancement of the Ontario Anti-Racism Secretariat** to provide a voice for minority communities

within government. Lewis also recommended that a mechanism be put into place to facilitate direct and continuous dialogue between minority communities and decision-makers in government.

The Ministry of Citizenship acted quickly on both recommendations. The Assistant Deputy Minister for the enhanced Secretariat now sits on key government committees, including the Cabinet Committee on Justice, the Cabinet Committee on Social Policy, the Deputy Ministers' Committee on Economic Renewal and the Deputy Ministers' Committee on the Justice Review Project.

The government also created the **Cabinet Roundtable on Anti-Racism** in December, 1992. Thirteen members from diverse backgrounds and communities across Ontario have met three times with the Premier's Parliamentary Assistant and six cabinet ministers whose portfolios include the key areas of race relations and human rights, education and training, justice, and community development.

Community Development

The Lewis Report referred to community development as a whole mix of social, cultural and economic issues and called on the government to "fashion an unprecedented community development plan" to incorporate "the many proposals and ideas that never seem to be examined by others."

A framework community development plan has been designed by the Ministries of Citizenship and Municipal Affairs, in partnership with representatives of racial minority communities. The goal of the plan is to identify measures and programs that will help remedy systemic barriers faced by racial minority communities in all the areas identified by Lewis. Components of the framework include organizational and leadership development, networking, information sharing and an economic development strategy. The economic strategy includes specific funding for racial minority communities from programs such as jobsOntario Community Action.

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BACKGROUNDER ON SELECTED ANTI-RACISM INITIATIVES

Ce texte est disponible en français.

March 1994

Anti-Racism is a key component of the government's social justice and economic renewal agenda. To this end, the government has developed or expanded a series of measures which increase the opportunities for full participation of racial minority and Aboriginal communities in the social and economic development of the province. The following are a few examples of these measures in the areas of economic renewal, education and justice.

ECONOMIC RENEWAL

The province's economic health is a primary focus for the government. Its efforts are centered on a range of initiatives to support job creation.

jobsOntario.Training (JOT): a province-wide skills development and employment program, JOT works with employers, workers, and communities to create jobs and promote training for people who have been unemployed for a prolonged period of time. The program is delivered to communities through a system of local brokers. In Toronto, Harambee, the Canadian Arab Federation and Tamil Elam are three sub-brokers that service employers and job seekers from their respective communities. Aboriginal Management Boards (AMB) deliver the program to the Native community. Kagita Mikam is the local AMB. In Kingston and Ottawa, the County of Frontenac and the Regional Municipality of Ottawa Carleton, Social Services Department are the brokers. Contact: Peter Birt, (416) 314-5822.

Purchasing Equity Demonstration Project: this project is a review of government procurement mechanisms that may hinder business opportunities for racial minorities and Aboriginals. An initiative of the ministries of Community and Social Services, Citizenship and Culture, Tourism and Recreation, the project is examining the purchasing policies and practices of the three ministries, to identify barriers and recommend ways to ensure that racial minority and Aboriginal firms get fair access to government contracts. Contact: June Agard, (416) 327-4965.

EDUCATION

Highly skilled workers are one of the keys to a productive economy. The government is pursuing a range of measures to ensure that children and adults receive the education or training they require in order to fulfil their potential and actively participate in the economy.

Change Your Future (CYF): this program works with 12 school boards, students and parents to reduce the drop-out rate of racial minority students. The program addresses specific needs such as lack of motivation, poor attendance, poor academic achievement, low self esteem and interpersonal problems. A CYF counsellor - a community member hired by the board - works one-on-one and in groups with the students. Assistance is given in career planning and development, job readiness and employment strategies. The counsellor also serves as an advocate and mentor to students and parents. The Ottawa Board of Education is participating in the program. CYF is funded by the Ontario Anti-Racism Secretariat and supported by the Ministry of Education and Training. Contact: Myrna Tidd, (416) 325-6065.

Target Markets Unit: this unit was created to encourage and increase the participation and exposure to entrepreneurship and small business programs by youth, women, racial minorities, Aborigines, and francophones. The unit works with schools, colleges and community organizations to provide business education, training and advice to entrepreneurs. Financial assistance to develop community sponsored projects is also provided and work to establish greater links with target communities is being done. The unit is a part of the Ministry of Economic Development and Trade and was formed in April 1993. Contact: Lynne Allen, (416) 326-5822.

Partners in Education: this project pairs universities with secondary/primary schools in order to find ways to better recruit and retain racial minority and Aboriginal students. Three universities - York, Ryerson in Toronto and Laurentian in Sudbury are involved in the project. York University is paired with schools in the Jane-Finch neighbourhood, Ryerson with downtown schools and Laurentian with two area school boards with a focus on Aboriginal students. Contact: Karen Wheeler, (416) 325-2890.

JUSTICE

The government believes that economic and social justice issues are linked and the province cannot prosper unless all of its citizens are treated fairly.

Race Relations Policy Implementation Project: the purpose of the project is to assist police services to adopt and implement the Race Relations Policy for Ontario Police Services. This policy provides a framework for a wide range of anti-racism initiatives designed to improve relations between the police and racial minority and Aboriginal communities. To promote this policy, and to ensure that the community is effectively involved in the implementation process, the ministry's Race Relations and Policing Unit held 10 community meetings across the province. As of March 2, 1994, 91 of 109 municipal police services across the province, including Kingston and Ottawa, as well as the Ontario Provincial Police, have adopted the race Relations Policy for Police Services. Implementation planning is well underway.

Contact: Vincent Ching, (416) 326-9331.

Adult Diversion Program: the four pilot projects are investigating appropriate alternatives to the court process for first time offenders, where a minor offence such as shoplifting is involved. The program aims to find pre and post-charge arrangements that result in agreements for restitution, community service, counselling or education on the effects of crime on society. In Kingston, Thunder Bay and Windsor, post-charge programs have been available since April of 1993. A pre-charge project was introduced in Ottawa, in November of 1993. The projects are jointly operated by the Ministry of the Attorney General and the Ministry of the Solicitor General and Correctional Services.

Contact: Barbara Krever, (416) 326-2213.

NEWS RELEASE

COMMUNIQUE

FOR IMMEDIATE RELEASE

March 9, 1994

CABINET ROUNDTABLE ON ANTI-RACISM HOLDS ITS THIRD MEETING

Kingston - The Cabinet Roundtable on Anti-Racism held its third meeting today and met with community groups from the Kingston and Ottawa area.

"Eradicating racism in Ontario is a priority for this government, and hearing the views of affected communities is an essential part of the strategy," said Minister of Citizenship Elaine Ziemba. "Together, we are identifying ways to bring about significant change and help all Ontarians secure equitable opportunities in the social and economic development of the province."

Local issue groups representing racial minorities and racial minority francophones submitted to the Roundtable proposals dealing with a range of economic renewal, education, and justice issues.

Barriers to economic advancement and exposure to unjust treatment were common themes articulated by the issue groups. Specifically, access to financial, business, and entrepreneurship information and funds, and reducing the incidence of insensitive and inequitable treatment of community members were identified as areas that need to be addressed.

Preparation for the meeting resulted in a coalition building experience for groups such as the Unity Institute, Harambee Centres Canada, the Youth Services Bureau and others from the Ottawa area. The racial minority francophone community, of Ottawa was represented by an issue group which included membership from the Association Interculturelle Franco-Ontarienne, Ayti Racine (Haitian community) and the Somali Integration Settlement Association. The Black History Collective, the Islamic Society and the Jewish Community Council were members of the Kingston and region group.

"Although there is much to be done, I believe together we are making progress. The government has already acted to improve access or expand provincial programs to meet the needs of racial minority and Aboriginal communities. We will continue our work to win the battle against racism in Ontario," said Minister Ziemba.

-more-



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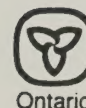
The Cabinet Roundtable on Anti-Racism, chaired by Citizenship Minister Elaine Ziemba, was created to increase access by racial minority and Aboriginal communities to the decision making process of the Ontario government. Thirteen community representatives, from diverse backgrounds, work in partnership with six cabinet ministers and the Premier's parliamentary assistant, to provide advice and recommend anti-racism program initiatives to Cabinet.

The Minister Responsible for Francophone Affairs, Gilles Pouliot, attended today's Roundtable meeting to listen to the submissions of racial minority francophones.

For a list of Roundtable and sub-committee members, or other information on the Cabinet Roundtable on Anti-Racism, contact the Ontario Anti-Racism Secretariat of the Ministry of Citizenship, 77 Bloor Street West, Toronto, M7A 2R9.

Media Contact: Patrick Hunter
Communications Advisor
Minister's Office
Ministry of Citizenship
(416) 325-6176

Ce texte est disponible en français.



CABINET ROUNDTABLE ON ANTI-RACISM

Questions and Answers

March, 1994

WHAT IS THE CABINET ROUNDTABLE ON ANTI-RACISM?

The Cabinet Roundtable on Anti-Racism, composed of government and community representatives, was created by the Ontario Government to assist in addressing the problem of racism. It gives minority communities, for the first time, direct and regular access to decision makers in government.

Announced in December 1992, in response to a recommendation in the Stephen Lewis Report, this partnership allows for collective identification of priorities for an anti-racism agenda.

The Roundtable reflects the government's recognition of the need for community/government dialogue as key to a successful outcome in the fight against racism. It also demonstrates the government's commitment to building a province in which all citizens have equitable access to available social and economic opportunities.

The work of the Roundtable is co-ordinated by the Ontario Anti-Racism Secretariat, (OARS) within the Ministry of Citizenship.

WHO ARE THE MEMBERS OF THE ROUNDTABLE?

The Roundtable membership includes six cabinet ministers, the Premier's Parliamentary Assistant and 13 community representatives from diverse backgrounds.

The community representatives were appointed by the Minister of Citizenship.

WHAT IS THE ROLE OF THE ROUNDTABLE?

Acting on advice and input from communities, the Roundtable provides advice to Cabinet, recommends policy and program ideas, monitors and gives feedback on anti-racism initiatives and recommends appropriate action in cases where initiatives are not implemented in a timely manner.

WHAT AREAS IS THE ROUNDTABLE FOCUSING ON?

Education, justice and economic renewal have been identified as the three priority areas, and the Roundtable has formed sub-committees to examine anti-racism issues and initiatives in these areas. The sub-committees also propose ways to integrate anti-racism initiatives into existing government programs and policies.

HOW MANY MEETINGS HAS THE ROUNDTABLE HELD?

Last year, the Roundtable met in June and November, in Toronto. The third meeting took place in Kingston on March 9, 1994.

WHAT WAS ACHIEVED AT THESE MEETINGS?

At its inaugural meeting, in June 1993, the Roundtable focused on refining its role and clarifying how to address anti-racism as it applies to the Aboriginal community. Three priority areas -- education, justice and economic renewal -- were identified and sub-committees established to address them.

In November of 1993, the Roundtable established its sub-committees and developed its strategic plan.

Contact: Sam Erry, Co-ordinator, Strategic Unit, Ontario Anti-Racism Secretariat, (OARS)
(416) 326-9702

Ce texte est disponible en français.

CABINET ROUNDTABLE ON ANTI-RACISM MEMBERSHIP

Government Members

Elaine Ziemba (Chair)

Minister of Citizenship,
with responsibility for Human Rights,
Disability Issues, Seniors' Issues and Race Relations

Marion Boyd

Attorney General

David Christopherson

Solicitor General and
Minister of Correctional Services

Dave Cooke

Minister of Education and Training

Ed Philip

Minister of Municipal Affairs

Tony Silipo

Minister of Community and Social Services

Zanana Akande

Premier's Parliamentary Assistant

Community Representatives

Lewis T. Chan

Sam Enver

Lennox Farrell

Gerda Frieberg

Aida Graff

Sheryl Hoshizaki

Chief Richard Kahgee

Brian Kersey

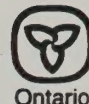
Severin Ndema-Moussa

Ratna Omidvar

Vilma Ricci

Mary-Woo Sims

Marlene Thomas-Osbourne



CABINET ROUNDTABLE ON ANTI-RACISM BIOGRAPHIES OF COMMUNITY MEMBERS

Lewis T. Chan

Mr. Chan, a partner in the Ottawa law firm Goss, Chan, has extensive experience in voluntary service for community and governmental agencies. He is a former National Vice-President of the Chinese Canadian National Council; a former member of the federal Advisory Panel on Chinese Students in Canada; past President of the Canadian Ethnocultural Council; and past Vice-President of the Ottawa Chinese Business Association. Currently, Mr. Chan is Secretary of the Hong Kong-Canada Business Association, Ottawa Section. Mr. Chan is a member of the Roundtable's Steering Committee.

Sam Enver

Mr. Enver is committed to improving race relations in the Sudbury area and, as President of the Board for the Sudbury Multicultural/Folk Arts Association, has implemented extensive anti-racism education within the workshops and events sponsored by that organization. He is an active member of the Sudbury Race Relations Committee, President of the Board of the Islamic Association of Sudbury, and serves on the Sudbury Racial Minority Advisory Council. Mr. Enver serves on the Roundtable's Sub-Committee on Justice.

Lennox Farrell

Mr. Farrell is a founding member of the Black Action Defense Committee and the Jane/Finch Concerned Citizens Organization. He is currently the chair of the Caribbean Cultural Committee, and has served as chair of the North York Black Education Committee in 1983, and as Co-Chair of the former Ontario Anti-Racism Advisory Working Group of the Ministry of Citizenship. Mr. Farrell has also been involved in numerous exchange and aid programs between Toronto schools and schools in El Salvador, Tanzania, Angola, the Caribbean and Papua New Guinea. In 1989, he won Contrast Newspaper's National Award for Education. Mr. Farrell is a member of the Steering Committee of the Cabinet Roundtable.

Gerda Frieberg

Since coming to Canada, Ms. Frieberg has committed herself to the eradication of anti-semitism and all forms of racism, and has a recognized history of service to the community. She is currently the elected Chair of the Canadian Jewish Congress, Ontario Region; was founder of the Holocaust Education and Memorial Centre, Toronto; and has served as President of the Federation of Jewish Women's Organizations, Toronto. Ms. Frieberg has been the recipient of a number of awards including "B'nai Brith Woman of the Year" in 1992; the Governor General's Canada 125th Anniversary of Confederation Commemorative Medal in 1992; and, recipient of the "Woman of Valour" Award in 1989 from the Business and Professional Women, United Jewish Appeal. Ms. Frieberg participates on the Roundtable's Sub-Committee on Justice.

Aida Graff

An academic by training, Ms. Graff, an Egyptian-Canadian born in Japan, has been extensively involved in community work and the fight against racism and sexism. She was a member of the Ontario Advisory Council on Multiculturalism and Citizenship, and of the former Ontario Anti-Racism Advisory Working Group. Ms. Graff is also past President of the Coalition for Visible Minority Women. She is currently President of the Board of Directors of the Arab Community Centre of Toronto. Ms. Graff serves on the Steering Committee of the Roundtable.

Sheryl Hoshizaki

Ms. Hoshizaki serves on the Board of Directors of the Women in Crisis Centre, is a member of the National Association for Japanese Canadians, and is Treasurer of the Federation of Women Teachers' Associations of Ontario. As a third-generation Japanese-Canadian, Ms. Hoshizaki has participated in writing the experiences of Japanese-Canadians for the history curriculum in the Dryden school of which she is principal. Ms. Hoshizaki is a member of the Cabinet Roundtable's Sub-Committee on Education and Training.

Richard Kahgee

Richard Kahgee is in his second term as the Chief of the Saugeen First Nation, and is actively involved in Native issues in Ontario. Chief Kahgee participates as the regional representative on the Literacy and Economic Renewal Committees of the Chiefs of Ontario. He has held numerous positions related to Aboriginal community development including Band Administrator, Business Development Officer, and private consultant. Chief Kahgee participates on all three Sub-Committees of the Cabinet Roundtable -- Education and Training, Justice, and Economic Renewal -- as well as on its Steering Committee.

Brian Kersey

Mr. Kersey, a long-time human rights advocate, is currently a delegate of the Windsor and District Labour Council, the President of Local 14045 of the United Steelworkers of America, and President and founding member of the USWA Local 14045 Human Rights Committee. Mr. Kersey serves on the Cabinet Roundtable's Sub-Committee on Economic Renewal.

Séverin Ndema-Moussa

Mr. Ndema-Moussa, a former University professor of Law in France, has also served as Director of the Institute of Strategic Studies on Canada, Africa and the Francophone World since 1992. He was a member of the former Advisory Committee on Francophone Affairs, Ministry of Education and Training. He is currently the President of F.N.M. International Consultants Group Incorporated and a member of the Francophone Working Group on Professional Training in the National Capital Region, specifically studying the creation of the Ontario Training and Adjustment Board (OTAB). Mr. Ndema-Moussa is a special consultant on organizational strategies for the Movement for Dialogue and Cooperation and a strategic adviser for the Francophone African Association. He is also a member of the Board of Directors of TVOntario. Mr. Ndema-Moussa serves on the Roundtable's Sub-Committee on Economic Renewal.

Ratna Omidvar

An educator by profession, Ms. Omidvar helped expand services to Toronto's multi-ethnic community as founder of the Downtown Employment Service and Director of Administration and Development of St. Stephen's Community House. Ms. Omidvar is currently the Executive Director of "Skills For Change", President of the Ontario Council of Agencies Serving Immigrants (OCASI), and served as a member of the Ontario Human Rights Code Review Task Force in 1992. Ms. Omidvar participates on the Roundtable's Sub-Committee on Education and Training.

Vilma Ricci

Ms. Ricci, President of Medici Investments Ltd., has contributed extensively to the Italian-Canadian community. Her past appointments include: Chair of the Italian Canadian Women's Network; Executive Secretary of the Board of Directors, National Congress of Italian Canadians, Toronto District; member of the Board of Directors of the Italian Canadian Benevolent Corporation; President of the Board of Directors of J.D. Carrier Art Gallery; member of the Board of Directors of the Ontario Training Corporation, Ministry of Skills Development; and member of the Council of Ontario Communities. Ms. Ricci serves on the Roundtable's Sub-Committee on Education and Training.

Mary-Woo Sims

Ms. Sims has been working in the field of human rights and equal opportunity for over ten years, administering and enforcing human rights legislation within three levels of government. In her current position as Manager, Human Rights and Employment Equity Programs with the Municipality of Metro Toronto, she ensures that corporate policies and practices are in compliance with the Ontario Human Rights Code and the Pay Equity Act. Ms. Sims is currently a member of the Human Rights Boards of Inquiry Panel, and was the Co-Chair of the former Ontario Anti-Racism Advisory Working Group. She is also Co-Chair of the Gay and Lesbian Issues Sub-Committee of the Mayor's Committee on Community and Race Relations. Ms. Sims is a member of the Roundtable's Sub-Committee on Justice.

Marlene Thomas Osbourne

Ms. Thomas Osbourne has extensive experience in community relations and ethnocultural activities. She is currently a Community Outreach Consultant/Worker and Employment Counsellor, and a member of the former Ontario Anti-Racism Advisory Working Group. Ms. Thomas Osbourne's other community activities include: serving as Co-Chair, Hamilton Mayor's Race Relations Committee; Past President, Commonwealth of Dominica Association; Public Relations Chairperson of the Black Women Business and Professional Association; Chairperson, Sub-Committee on Harassment, Discrimination and Racism for the Hamilton-Wentworth Housing Authority; Co-Chair for the Immigrant Advocacy and Resource Centre of Hamilton; 2nd Vice President for the Hamilton Folk Arts Heritage Council; and Advisory Board member for the Women and Violence Caseworker Program at McMaster University in Hamilton. Ms. Thomas Osbourne serves on the Roundtable's Sub-Committee on Education and Training.

Media Contact: Lynne Ragsdale
Citizenship Communications
(416) 314-7231

Ce texte est disponible en français.

1945-1946

1945-1946

The following is a list of the names of the persons who were members of the Board of Directors of the American Red Cross during the year 1945-1946. The names are listed in alphabetical order. The names of the persons who were members of the Board of Directors of the American Red Cross during the year 1945-1946 are: [illegible text]

1947-1948

1947-1948

The following is a list of the names of the persons who were members of the Board of Directors of the American Red Cross during the year 1947-1948. The names are listed in alphabetical order. The names of the persons who were members of the Board of Directors of the American Red Cross during the year 1947-1948 are: [illegible text]



4 d)

MAR 25 1994

Ville de Montréal

March 7, 1994

Hôtel de Ville
Cabinet du Comité exécutif

Bureau du maire

*His Worship Mayor Bob Morrow
City of Hamilton
71 Main Street West
Hamilton, Ontario
L8N 3T4*

Tu sec.

Race Rel's comm.

Dear colleague,

February is Black History Month in Montréal. In honour of this annual event, the city has produced a calendar commemorating Black History in collaboration with members of the Black Community. Enclosed for your enjoyment is a copy of this fine calendar. Featuring two historical personalities, it also highlights the ongoing contribution made by the Black Community to our city's development.

We are proud to salute the longstanding presence of Montréal's Black citizens, a presence which dates back over 350 years of our city's history. To signal the importance we place on their contribution, over the last few years we have initiated numerous measures to combat racial discrimination and to promote harmonious intercultural and interracial relations.

The back of the calendar lists the activities organized by the city in honour of the occasion, including those at the maisons de la culture of the city of Montréal. I am very grateful to the Black Community for all its support in organizing this event.

The Mayor of Montréal,

Jean Doré

407



1914

March 2, 1914

Director
Bureau of Plant Industry
Washington, D.C.

The Honorable
U.S. House of Representatives
Washington, D.C.

To the Honorable

Committee on Agriculture

Dear Sirs:

I have the honor to acknowledge the receipt of your letter of the 28th inst. in relation to the proposed amendment to the act of March 3, 1907, relating to the control of insects and diseases of plants. I am sorry that I am unable to give you a more definite answer at this time, but I am sure that the committee will be able to give you a satisfactory answer when they report on the subject.

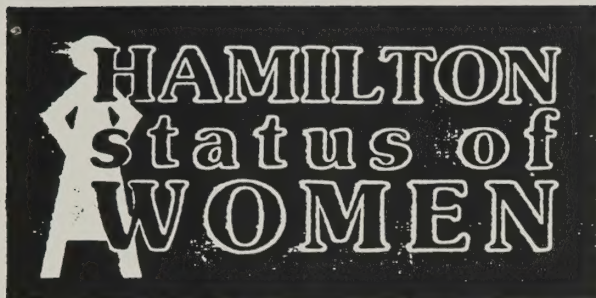
I am sure that the committee will be able to give you a satisfactory answer when they report on the subject. I am sure that the committee will be able to give you a satisfactory answer when they report on the subject.

I am sure that the committee will be able to give you a satisfactory answer when they report on the subject. I am sure that the committee will be able to give you a satisfactory answer when they report on the subject.

Very respectfully,
The Honorable

James H. Smith

Director



4e)

CITY HALL
71 MAIN STREET WEST
HAMILTON, ONTARIO L8N 3T4
(416) 546-3994

Sub-Committee

1994 April 13

Dear Friends and Women's Supporters:

I would like to take this opportunity to introduce myself as the new Chairperson of the Hamilton Status of Women Sub-Committee. I bring a varied background in community issues and involvement both abroad and locally. I am looking forward to opportunities in the near future to get to know more about your organizations, how our Committee can play a greater role in networking with the community in fulfilling its mandate, as well as an opportunity to enhance the awareness of all women's groups in our community.

As you are aware, the United Nations has proclaimed 1994 the International Year of the Family. Our Committee is interested in knowing what your organization has planned in conjunction with this proclamation. The Hamilton Status of Women Sub-Committee may be interested in co-ordinating upcoming events related to the family and is interested in hearing your thoughts in this regard.

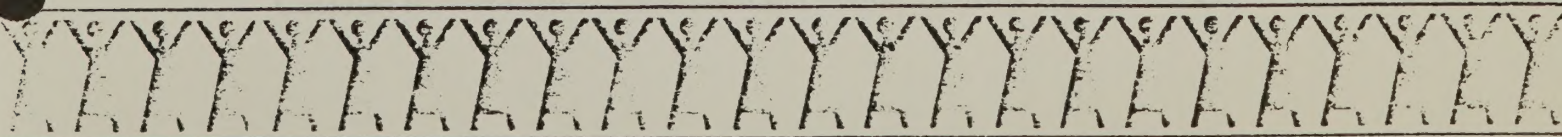
In order to work collectively, we would be interested in hearing various definitions of what a family is or constitutes. We feel that clarification of the definition of "family" would better enable groups to be cohesive in their approach to issues dealing with the International Year of the Family.

I am looking forward to meeting many of you in the near future. Your ideas and input on women's issues are valued by the Hamilton Status of Women Sub-Committee.

Yours sincerely,

A handwritten signature in cursive script that reads "Gloria Earley-Wade".

Gloria Earley-Wade, Chairperson
Hamilton Status of Women Sub-Committee





APR 18 1994

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**Toronto Mayor's Committee
on Community and Race Relations**

Yvonne Davies, 392-0476
Please refer to: 94-03.4a

Mayor June Rowlands
Chair
Janice Dembo
Co-ordinator

City Hall, 2nd Floor
Toronto, Ontario
M5H 2N2
Telephone: (416) 392-7837
Facsimile: (416) 392-6990

March 23, 1994

MAYOR ROBERT MORROW
HAMILTON MAYOR'S RACE RELATIONS COMMITTEE
CITY OF HAMILTON
71 MAIN STREET
HAMILTON L8N 3T4

✓ To see.
(bmo)

Dear Sir/Madam:

At its meeting held on March 22, 1994, the Toronto Mayor's Committee on Community and Race Relations had before it the communication (February 25, 1994) from the Honourable David Christopherson, MPP, Solicitor General and Minister of Correctional Services, responding to Mayor Rowlands letter, dated November 22, 1993, regarding the City of Toronto's advocacy for legislative changes to enhance sentencing for hate motivated crimes, improvements in the operation of the justice system in the prosecution of hate crimes and national standards to ensure appropriate investigation and apprehension of hate criminals.

The Committee also had before it the communication (November 22, 1993) from Mayor Rowlands.

Sri-Guggan Sri-Skanda Rajah declared a conflict of interest in this matter and declared that the nature of the interest is that he is a Commissioner on the Commission on Systemic Racism in the Ontario Criminal Justice System.

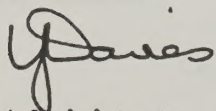
Action:

The Committee took the following action:

1. **Recommended** to Neighbourhoods Committee that the communication (February 25, 1994) from the Honourable David Christopherson, MPP, Solicitor General and Minister of Correctional Services be forwarded to City Council for information.
2. **Forwarded** this matter to the following: Attorney General; Chair, Metro Council Action Committee to Combat Racism; Chairs of FCM Committees on Urban Safety and Crime and Race Relations; Canadian Jewish Congress; League for Human Rights of B'Nai Brith Canada; Simon Wiesenthal Centre; Rodney Bobiwash; Urban Alliance on Race Relations; Canadian Human Rights Commission and Martin Theriault for information.

3. **Requested the Solicitor General to forward a copy of the standards on hate bias crime and hate propaganda offences outlined in his communication.**

Yours truly,



**Administrator
Toronto Mayor's Committee on
Community and Race Relations**

YTD/cv

Enc.

cc: John Miller
Marvin Kurz
Coordinator, Toronto Mayor's Committee on Community and Race Relations



A. Mayor
C. Denis
J. Smeed
4

Office of the
Minister

Ministry of the
Solicitor General and
Correctional Services

Suite 400, North Tower
175 Bloor St E
Toronto ON M4W 3R8

Bureau 400, tour nord
175 rue Bloor E
Toronto ON M4W 3R8

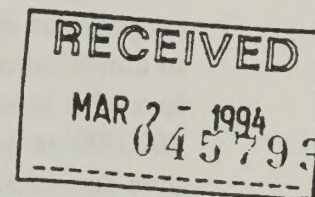
Bureau du
ministre

Ministère du
Solliciteur général et des
Services correctionnels

Telephone: (416) 326-5075
Facsimile: (416) 326-5085

Téléphone: (416) 326-5075
Télécopieur: (416) 326-5085

FEB 25 1994



Mayor June Rowlands
City of Toronto
City Hall
Toronto, Ontario
M5H 2N2

Dear Mayor Rowlands:

Thank you for your letter dated November 22, 1993 and the material that you provided me from the Toronto Mayor's Committee on Community and Race Relations Legal Sub-Committee, as well as copies of the resolutions that you have received from mayors and race relations committees across Canada.

I believe the response that you have received from mayors and race relations committees clearly indicates the interest and commitment that exists across Canada to responding effectively to hate/bias motivated crimes and the activities of hate groups, and I would like to congratulate you and members of your committee for the success of your endeavours in this area.

Since February 1993, my staff have been working on developing police standards for the investigation of hate/bias motivated crimes and hate propaganda offences. As you are aware, in July 1993 my ministry released guidelines to police services to assist them in developing their responses to hate/bias crimes in their communities.

Building on these guidelines, on January 17, 1994 my ministry released two standards to police services on hate/bias motivated crimes and hate propaganda offences. In addition to requiring Chiefs of Police to develop

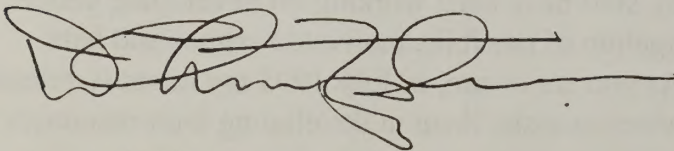
Mayor June Rowlands

written procedures for the investigation of hate/bias motivated crimes and hate propaganda offences, the standards require police services boards to develop, in consultation with their communities, policies on the investigation of hate/bias motivated crimes and hate propaganda offences. In communities of 100,000 people or more, the standards also require police services boards to give consideration, following consultation with their communities, to the establishment of a dedicated unit to investigate hate/bias motivated crimes and hate propaganda offences. Further, the standards specify that police services should provide community organizations with the name of police officer(s) who can be contacted by individuals or organizations to report incidents of hate/bias motivated crimes or hate propaganda offences.

The implementation of these standards by police services will result in a significant step forward in our efforts to respond to hate/bias motivated crimes and hate propaganda offences, and will promote public confidence in the police response to complaints of hate/bias motivated crimes and hate propaganda offences. I also believe that these standards provide an effective response that addresses many of the recommendations contained in the City of Toronto's resolution that relate to policing.

As I have previously indicated, I also intend to continue to discuss these matters with my federal and provincial colleagues and will encourage close cooperation between the different levels of government to respond to these issues.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Christopherson', with a long horizontal flourish extending to the right.

David Christopherson, MPP
Hamilton Centre
Solicitor General and
Minister of Correctional Services

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June Rowlands
Mayor

November 22, 1993

The Honourable David Christopherson
Solicitor General & Minister of
Correctional Services
175 Bloor Street East, Suite 400
Toronto, Ontario
M4W 3R8

Dear Mr. Minister:

I would like to thank you again for meeting with members of the Toronto Mayor's Committee on Community and Race Relations Legal Sub-Committee and myself.

We were most encouraged by the positive response we received to the City of Toronto's resolutions and your willingness to play an advocacy role with your federal and provincial colleagues. I would like to state again that the Toronto Mayor's Committee on Community and Race Relations welcomed the recent announcements by the Solicitor and Attorney Generals of guidelines for police officers in Ontario, crown attorneys, and trial judges to take hate motivated crime extremely seriously and, wherever there are reasonable grounds, to take a strong prosecutorial stance. We also look forward to receiving the Ontario Government's written response to the City's resolutions which you indicated would be sent to us.

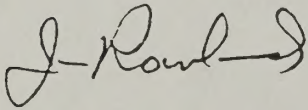
As requested I am pleased to enclose the Toronto Mayor's Committee on Community and Race Relations Legal Sub-Committee's notes for discussion regarding possible legal changes to the Criminal Code of Canada and the Ontario Human Rights Code, and comments and suggestions regarding administration of hate motivated cases within the Attorney General's Ministry and police training. I am also enclosing the FCM resolutions and copies of the responses I have received to date to the letters I sent to a number of mayors and race relations committees across Canada. A

J. Rowlands

number of jurisdictions have indicated by telephone that the City of Toronto resolutions have been referred to committees or legal departments for comment, and that responses will be forthcoming.

I look forward to our continuing dialogue on this most important issue.

Sincerely,

A handwritten signature in cursive script, appearing to read "J. Rowl", followed by a horizontal line and a small flourish.

Mayor

1000

1000

1000

1000

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1000

1000

URBAN/MUNICIPAL

C44 ON HBL A35
A352
1994

Race Relations Committee

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY

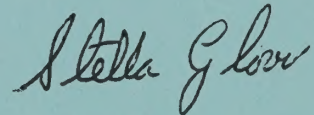
NOTICE OF MEETING

Mayor's Race Relations Committee

Monday, 1994 May 30th

4:30 o'clock p.m.

Room 219, City Hall



Stella Glover
Secretary

Note: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Approval of Minutes

Minutes of Meeting held 1994 April 24.

2. Referral from Council

Systemic Racism in the Justice System

3. Request for Comment from Planning and Development Committee

Mayor's Task Force on Downtown Issues and Renewal

4. Correspondence (For Information)

- (a) Hamilton Board of Education re Native Studies Programmes
- (b) Hamilton Board of Education Trustee re Native Studies Programmes
- (c) Hamilton Board of Education re Literacy Across the Curriculum Package

5. Co-Chairperson's Report

6. Sub-Committee Reports

7. Other Business

8. Adjournment

Monday, 1994 April 24
4:30 o'clock p.m.
Room 21, City Hall

The Mayor's Race Relations Committee met.

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman M. Kiss
Alderman F. D'Amico
Sandra Wilson
Harry Kandilas
Michael Webber
Marc Haas
Jacqueline Crerar
William Shaffir
Monty Motomura

Regrets: Mayor R.M. Morrow (Civic Business)
Santokh Pooni
Geoffrey Small
Mel Madamba

Also Present: Scooter Ward, Resource Person
Fred Loft, Observer
Tina Agnello, Acting Secretary

1. **Approval of the Minutes.**

The minutes of the meeting held 1994 March 28 were approved as circulated.

2. **Delegation**

Doug Dunford of the Hamilton Board of Education was present to discuss the Board of Education's Literacy Program. He distributed a handout to the members present and also gave a brief presentation. He explained that as society has changed literacy has changed due to technology. In the agricultural society people were tied to the land. In the industrial revolution, people became tied to resources, and reading and writing became more important. Now in the information age, reading and writing is critical; listening and speaking is important as well. In the information age, the media is very influential.

He continued by stating that the press has been critical of graduates inability to read and write but statistics show that 14% of people are functionally illiterate. Of these people, the majority are people ages 50 to 60. He stated that children are now more literate than they have ever been.

As a result of the new diverse multicultural base, older people are less able to cope with present tests. He also stated that it is not true that if you are not literate you cannot function in society.

He stated that the Board of Education is trying to deal with literacies so that the graduate will become an effective user and consumer. Literacy across curriculums approach emphasizes that each teacher teach literacy in their field and reinforcement should be year round.

Marc Haas asked about the definition of literacy. Mr. Dunford explained that it is the ability of a person to function effectively in a society through communication. A discussion ensued about the merits of traditional english teaching methods. Following a discussion, Mr. Dunford distributed a questionnaire on literacy and curriculum in the information age to the members to complete.

3. Referrals from the Mayor's Race Relations Advisory Council

(a) Native Studies Program - Letter to Board of Education

Following discussion, the Committee approved the recommendation of the Mayor's Race Relations Advisory Council as follows:

"That given the Board of Education's commitment to anti-racism and its Race Relations Policy, and given the fact that the Ontario Ministry of Education will completely fund native studies projects to the extent of 100% coverage of classrooms, books, busing and teacher's salaries, and given that the presense in Hamilton of a sizeable native population whom wants its children educated in native languages, a letter be sent to the Hamilton Board of Education and the Hamilton-Wentworth Board of Education, enquiring as to why they have failed to take advantage of the Ministry's funding and instituting a need of studies program."

It was also determined that the chairpersons of both Board of Educations and the trustees be forwarded separate letters.

(b) Possible Name Change for Mayor's Race Relations Committee and Mayor's Race Relations Advisory Council TABLED

4. CORRESPONDENCE FOR INFORMATION

- (a) Royal Canadian Mounted Police - Community Policing Service Standards.
- (b) Minisry of the Solicitor General and Correctional Services - Race Relations Policy for Ontario Police Services.
- (c) Ministry of Citizenship:
 - (i) Roundtable Meeting on Anti-Racism
 - (ii) Remarks on International Day for the Elimination of Racial Discrimination
- (d) City of Montreal - Calendar Marking black History Month in Montreal (available at meeting)
- (e) Hamilton Status of Women Sub-Committee - Introduction of New Chairperson
- (f) Toronto Mayor's Committee on Community and Race Relations - Communication from the Honourable David Christopherson, MPP, Solicitor General and Minister of Correctional Services

The Committee resolved that the above-noted list of correspondence be received.

5. Co-Chairpersons Report

- (a) The Co-Chairperson distributed copies of an Artists' Reception for Felipe Ehrenberg's exhibition on Friday, May 6th, 1994 at the Art Gallery of Hamilton.
- (b) The Co-Chairperson distributed copies of a seminar on Thursday, May 5, 1994 at 7:00 p.m. with regard to reinterpreting aboriginal stereotypes a panel discussion, to be held at the Art Gallery of Hamilton.
- (c) The Co-Chairperson distributed copies of brochures for Youth for Racial Harmony, a Race Relations conference to be held Saturday, May 14, 1994 at Delta Secondary School. No registration required.
- (d) The Co-Chairperson distributed copies of the flyer for the Ebony Fashion Fair to be presented at the Mohawk College Theatre. It will be a benefit for Sickle Cell Anemia and be held Thursday, May 19, 1994.
- (e) The Co-Chairperson gave a copy of the a multicultural calendar from the Multicultural Council of Saskatchewan which has religious dates for all events happening in 1994. She stated that this can be used as a reference when arranging meetings and special events.

6. Sub-Committee Reports(a) Marc Haas - Media Sub-Committee

Marc Haas explained that Friday interviews will be conducted to hire someone to do content analysis on radio programs. This person will be paid \$12.50 per hour and the job will be approximately 40 hours for a 6 week period.

Jacqueline Crerar explained that the hiring of this person was approved with only \$500 start-up fee and then it was to be brought back and discussed for further conditions and payment.

(b) Monty Motomura - Public Awareness Sub-Committee

He explained that a meeting has been set up to visit the Seik Sangat Temple on Friday, May 13, 1994. He requested the Secretary to send out the mailing to the Committee members and to the Advisory Council members.

7. Other Business

- (a) Marc Haas asked about the discussions with M.P. Bryden with regard to stats being taken for crime and ethnicity. Marlene Thomas Osbourne explained that she is not opposed to this as long as it is done across the board. She stated that she is not happy with the interview which was conducted to this regard.
- (b) With regard to item 5 of the previous minutes, the Committee moved that a maximum of \$225 be paid for costs of Tyrone Child's attendance at an Anti-Racism conference which is being held in Halifax.

8. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Marlene Thomas Osbourne,
Co-Chairperson

Tina Agnello
Acting Secretary
1994 April 26th

OFFICE OF THE CITY CLERK

MEMORANDUM

TO:	Dennis Carson Executive Assistant to the Mayor Mayor's Office	YOUR FILE:	
FROM:	Susan K. Reeder, Secretary Finance and Administration Committee	OUR FILE:	
		PHONE:	546-2753
SUBJECT:	Mayor's Report - Mayor's Race Relations Committee recommendation	DATE:	1994 April 28

Please be advised that City Council, at its meeting held Tuesday, 1994 April 26th, referred back the Mayor's Fourth Report for 1994 respecting a recommendation from the Mayor's Race Relations Committee and Advisory Council on Systemic Racism in the Justice System.

Attached herewith for your appropriate action is a copy of that Report.

Susan K. Reeder.
SKR
Attachment.

~~Secretary, Mayor's Race Relations Committee~~
Secretary, Mayor's Race Relations Advisory Council

1994 April 26

REPORT OF HIS WORSHIP MAYOR ROBERT M. MORROW

To the Council of the Corporation of the City of Hamilton

Members of Council:

The Mayor presents his **FOURTH** Report for 1994 and respectfully recommends:

1. (a) That in support of the Report by the Commission on Systemic Racism in the Justice System, that letters be sent to the Solicitor General and the Attorney General condemning systemic racism existing in the justice system; and further,
- (b) That the Solicitor General and Attorney General direct their staffs to refer offenders in appropriate proportions (aboriginal, ethnic and visible minorities) to the presently under-utilized services of the John Howard Society and other similar service groups.

RESPECTFULLY SUBMITTED,

**ROBERT M. MORROW
MAYOR**

**Susan K. Reeder
Acting Secretary
1994 March 28**

3.

OFFICE OF THE CITY CLERK

MEMORANDUM

TO: Secretary,
Mayor's Race Relations Committee

YOUR FILE:

FROM: Tina Agnello, Secretary
Planning and Development Committee

OUR FILE:
PHONE: 546-2729

SUBJECT: Report on the Mayor's Task Force
on Downtown Issues and Renewal -
Item No. 7 "That special ethnic projects
be encouraged, e.g. Chinatowns on James Street
North and King Street East."

DATE: 1994 April 19

The above-noted item was referred to the Planning and Development Committee at its meeting of 1994 April 6.

Can you please place this on your agenda for discussion at a meeting of the Mayor's Race Relations Committee to determine if there are any avenues, such as local ethnic newspapers or groups, which can be approached.

TA/jt

cc: Mayor R. Morrow
J. Pavelka, Chief Administrative Officer
File

OFFICE OF THE CITY CLERK

MEMORANDUM

TO: THE CITY CLERK

FROM: THE CITY CLERK

SUBJECT: [Illegible]

[Illegible text block containing multiple lines of text, possibly a list or detailed report]

[Illegible text block]

[Illegible text block]

[Illegible text block]

DATE

BY: [Illegible]

4(a)

The Board of Education for the City of Hamilton
Le Conseil de l'éducation de la ville de Hamilton

100 Main Street West
Hamilton, Ontario
Telephone (905) 527-5092
Fax (905) 521-2539



100, rue Main Ouest
Hamilton (Ontario)
Téléphone (905) 527-5092
Fac-similé (905) 521-2539

Chairman of the Board

Président(e) du Conseil

1994 05 18

RECEIVED

MAY 19 1994

CITY CLERKS

Tina Agnello
Acting Secretary
Mayor's Race Relations Committee
City Hall
71 Main Street West
Hamilton, Ontario L8N 3T4

Dear Tina Agnello:

Thank you for your letter of 1994 04 27 regarding the resolution adopted by the Mayor's Race Relations Committee. My apologies for the delay in responding.

Back in December, 1991, the elected officials of the Hamilton Board of Education directed administration to seek other sources of funding, including avenues of a Tri-Board effort, to address the components of the Native Education Project. This recommendation was supported largely out of concerns about the financial restraint the Board was facing in all aspects of its operations. Ministry funding was viewed as a cost to the taxpayer, albeit through Provincial rather than Municipal taxes.

I trust this information provides the necessary clarification.

Yours truly,

Bert Allen
Chairman

rm

Mailing Address
P.O. Box 2558
Hamilton, Ontario
L8N 3L1

Adresse postale
C.P. 2558
Hamilton (Ontario)
L8N 3L1

The Board of Education for the City of Hamilton
Le Conseil de l'Éducation de la Ville de Hamilton



City of Hamilton
Hamilton, Ontario
L8N 4K1
Tel: (905) 571-3131
Fax: (905) 571-3132

Page 1 of 1

RECEIVED

MAY 2 1994

CITY CLERK

The Mayor
Mayor's Office
City Hall
121 King Street West
Hamilton, Ontario L8N 3Z4

Dear Mr. Mayor:

Thank you for your letter of May 17, 1994 regarding the proposed changes to the Mayor's Office. We appreciate your interest in this matter.

Back in December, 1993, the Mayor's Office of the Hamilton Board of Education advised that the Mayor's Office was being restructured. The restructuring was a result of the Board's decision to implement a new organizational structure. The restructuring was a result of the Board's decision to implement a new organizational structure. The restructuring was a result of the Board's decision to implement a new organizational structure.

I trust this information provides the necessary information.

Very truly,

[Signature]

City Clerk
City of Hamilton

4(b)

John Alexander Johnston M.A., Th.M., D.D., Ph.D.

PUBLIC SCHOOL TRUSTEE
Ward Two
Hamilton Board of Education

May 2, 1994

Mayor's Race Relations Committee,
City Hall,
71 Main Street West,
Hamilton, L8N 3T4.

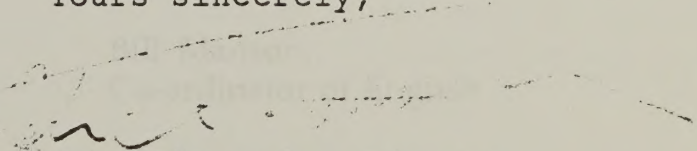
Dear friends,

Thank you for a copy of your letter of April 27th forwarded to the Board of Education. I agree wholeheartedly with your desire to secure the establishment of native studies programmes under the aegis of the Hamilton Board of Education.

You will remember my earlier support for classes/studies in the language of the First Nations but unfortunately the Indian community at that time did not consider this a priority and less than a dozen students showed an interest in this programme. I know that Mr. Cook and others from that community were very disappointed and am delighted that such is again a concern of the community.

I have requested an appointment with Miss Bond, Superintendent of Programme for the Board, at which time I will press for answers and for a projected timetable for possible implementation and I will be in further contact with you. At this moment, I acknowledge your letter, join you in the desire for implementation, state that I will be in contact with further information in due course and ask that you would please contact me as further information is forthcoming.

Yours sincerely,



John Alexander Johnston

cc Marlene Thomas

John Alexander Johnston

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TORONTO
LIBRARY

May 2, 1984

John's House
100 York Street
Toronto, Ont. M5S 1A5

Dear John,

Thank you for a copy of your letter of April 17th regarding the
Board of Directors. I agree wholeheartedly with your desire to
have the members of the Board elected by the members of the
University of Toronto.

You will remember by letter signed by myself and others in the
University of Toronto and dated May 1st, 1983, that we have a Board
of Directors which was elected by the members of the University of
Toronto. I am sure that you will agree that the Board of
Directors is a very important body and one which should be
elected by the members of the University.

I have suggested to the Board of Directors that they should
be elected by the members of the University of Toronto and I will be
pleased to discuss this proposal with you. I am sure that you will
agree that the Board of Directors is a very important body and one
which should be elected by the members of the University. I will be
pleased to discuss this proposal with you. I am sure that you will
agree that the Board of Directors is a very important body and one
which should be elected by the members of the University.

Yours sincerely,

John Alexander Johnston

cc: William French

The Board of Education for the City of Hamilton
Le Conseil de l'éducation de la ville de Hamilton

4(c)

100 Main Street West
Hamilton, Ontario
Telephone (416) 527-5092
Fax (416) 521-2536



100 West rue Main
Hamilton (Ontario)
Téléphone (416) 527-5092
Fac-similé (416) 521-2536

RECEIVED

MAY 04 1994

May 3, 1994

CITY CLERKS

Marlene Thomas Osbourne
Mayor's Race Relations Committee
c/o City Hall
71 Main Street West
Hamilton, Ontario
L8N 3T4

Dear Marlene,

Thank you for allowing us to present our literacy-across-the-curriculum package, and for the Mayor's Race Relations Committee feedback. Your response has provided valuable input, and has helped us set directions to ensure that literacy learning for the 21st century remains a priority of The Hamilton Board.

I have included a summary of your response. Again, thanks for your interest and participation.

Sincerely,

Bill Manson,
Co-ordinator of English

c Elizabeth G. Bond, Superintendent of Program

Mailing Address
P.O. Box 2558
Hamilton, Ontario
L8N 3L1

Adresse postale
C.P. 2558
Hamilton (Ontario)
L8N 3L1

Mayor's Race Relations Committee Response Form in Percentage of Responses

We would appreciate your response on behalf of the group you represent to the ideas presented about literacy-across-the-curriculum in the Information Age

In the Information Age, how great is the need for our students to:	a great need	a need	some need	no need	I don't know
1. be involved in literacy learning experiences in all aspects of their schooling and in all subject areas of the curriculum?	77	15	8		
2. be interacting with teachers who model and teach literacy learning	69	23		8	
3. be able to read –					
(a) for personal pleasure and enjoyment	77	15			8
(b) for critical analysis and evaluation	84	8	8		
(c) to retrieve information	85	15			
4. be able to write –					
(a) for creative communication	53	31	8		8
(b) for critical analysis and evaluation	77	8	15		
(c) to organize and present information	62	23	15		
5. be able to listen to, view and use non-print media –					
(a) for creative communication	46	23	23	8	
(b) for critical analysis and evaluation	77	15		8	
(c) to retrieve, organize and present information	54	23	15	8	
6. be able to listen and speak –					
(a) for creative communication	62	23	15		
(b) for critical analysis and evaluation	77	15	8		
(c) to retrieve and present information	62	15	23		
7. be able to use the arts in popular culture and in the media –					
(a) for creative communication	61	23	8	8	
(b) for critical analysis and evaluation	61	23	8	8	
(c) to retrieve, organize and present information	46	23	23	8	
8. be able to read, write, listen and speak effectively in all subject areas and all learning contexts	54	38	8		
9. be able to use and adapt new technologies as tools for –					
(a) personal pleasure and enjoyment	46	31	23		
(b) for critical analysis and evaluation	69	23	8		
(c) to retrieve, organize and present information	62	15	15	8	
10. be able to communicate effectively –					
(a) as an individual	92	8			
(b) as a member of a team	85	15			

Mayor's Race Relations Committee Response Form

To what degree do you agree with the Belief Statements about Literacy, and with the direction of the Hamilton Board?	Strongly Agree	Agree	Disagree	Strongly Disagree	I Don't Know
1. Literacy enables the individual to contribute to society.	54	38		8	
2. Literacy provides a vehicle for thinking and communicating.	69	23		8	
3. Expectations and standards for literacy change over time.	77	23			
4. Being able to read, write, listen, speak, view and use media, technologies and art forms are fundamental to literacy development.	77	23			
5. Literacy knowledge, skills and values developed in one language transfer to other languages.	38	38	24		
6. Habits and patterns of literacy are established before formal schooling begins, and continue after formal school ends.	38	38	16		8
7. Resources (human and material) and learning environment (physical, intellectual and emotional) are important factors in literacy learning.	54	46			
8. All educators are teachers of literacy and model literacy learning.	76	8	8	8	
9. Literacy in a community is achieved through the collaboration of all sectors and agencies in the community, including the home and the school.	54	38	8		
10. The Hamilton Board is moving in the right direction for dealing with literacy learning in the Age of Information.	31	54			15

In what other directions in terms of literacy in the Information Age would you recommend the Hamilton Board move?

- back to basics
- develop independent thinkers
- make school interesting
- public relations campaign
- make teachers accountable
- cross curricular training programs
- back to texts not technologies
- the policy must be compulsory for all teachers

In what way(s) - if any - would you, or the group you represent, be prepared to be involved with the Hamilton Board in the development of literate graduates?

- collaboration
- consultation
- in no way
- sensitization to other cultures

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Mayor's Race Relations

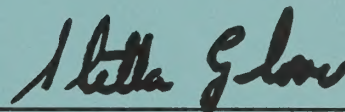
NOTICE OF MEETING

MAYOR'S RACE RELATIONS ADVISORY COUNCIL

Friday, 1994 June 24

4:15 o'clock p.m.

Room 233, City Hall



Stella Glover, Secretary

Mayor's Race Relations Advisory Council

NOTE: Your attendance is important, if you are unable to attend please call the Secretary at 546-3993.

A G E N D A

1. Moment of Reflection.
2. Presentation - Scouts Canada -
Lorne Ellis - Community Resource Presentation
3. Minutes of the Meeting held 1994 April 8 (attached).
4. Matters Arising.
5. Chairperson's Report.
6. Sub-Committee Reports.
7. Other Business.
8. Adjournment.

Friday, 1994 April 8
4:15 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Advisory Council met.

There were present: Michael Webber, Chairperson
Sandra Wilson, Vice-Chairperson
Doris Anderson-Nnamani
Vishwas Bagal
Tyrone Childs
Sam Cino
Andrew Finlay
Rhoda Howard
Doreen Johnson
Ramanath Kamath
Phemon Ma
Ramzan Manek
Mary McKenzie
Gary Ostofi
Leslie Pasis
Helen Probert
Ken Stone

Regrets: Angie Armstrong
Regina Bagdonas-Chiarelli
Ken Balasubramaniam
Linda Bigford
Ramona Cepiras
Bill DeLisser
Evelyn Gallaher
Stephanie Grotmann
Mervyn Jobity
Jacob Joseph
Phil Leon
Edward Partito, Jr.

Also present: Santokh Pooni
Marlene Thomas-Osborne
Reverend Gary Horton
Fred Loft, Hamilton District Labour Council
Jan Chorney, Royal Canadian Mounted Police
Jayne Munroe, Human Resources Centre
Eleanor Rodney, Roman Catholic Separate School Board
Dr. Gary Warner, Co-Chairperson,
Coloured Against Racial Discrimination Committee
Charlene Touzel, Acting Secretary

1. Moment of Reflection

The Committee members joined Mary McKenzie in a moment of reflection.

Before proceeding to the Presentation, Michael Webber, Chairperson, introduced and welcomed new Committee members Vishwas Bagal and Andrew Finlay. A copy of the Membership Sub-Committee's Report highlighting the new Committee members' backgrounds was circulated for the Committee's information.

2. Presentation - Anti-Racism - Dr. Gary Warner

Dr. Gary Warner, Co-Chairperson of the Coloured Against Racial Discrimination (CARD) Committee was in attendance to make a presentation on racism and the need to recognize privileges and the barriers that exist.

A video, the context of which is dealing with backlash against equity measures and the resistance to the promotion of diversity was shown for the Committee's information.

A question and answer period was held after the presentation of the video.

Dr. Warner advised Committee members that there will be a youth-led Conference on 1994 May 14, where youths of various ethnic backgrounds will meet to discuss racism issues. Dr. Warner agreed to forward information on this Conference to the Mayor's Race Relations Advisory Council for its information.

Sandra Wilson, Vice-Chairperson, on behalf of the Committee, thanked Dr. Warner for his presentation.

Before proceeding to the Minutes, the Chairperson advised Committee Members that the presentation by the Boy Scouts of Canada has been tabled to the next meeting.

3. Adoption of Minutes

The Committee was in receipt of the minutes of the meeting of the Mayor's Race Relations Advisory Council held on 1994 February 11 and the Minutes were amended as follows:

- a) Ramzan Manek's name was added to the Present column.
- b) Page 2, Item #4 - The second paragraph was amended to read as follows:

Mary McKenzie informed the Council that in regard to the Boy Scouts of Canada, that girls are now allowed into Beavers.

The minutes were adopted as amended.

4. Business Arising from the Minutes

- a) Change of Committee Name

Committee members were reminded of a Notice of Motion made by Gary Ostofi at the last meeting regarding the change of name for the Mayor's Race Relations Advisory Council.

The following motion was then made:

That the Mayor's Race Relations Advisory Council's name be changed to the Mayor's Anti-Discrimination Council.

Considerable discussion ensued with respect to this matter and Marlene Thomas-Osbourne, Co-Chairperson of the Mayor's Race Relations Committee advised that the Mayor's Race Relations Committee is also discussing this matter and has a number of suggested name changes for both the Committee and the Council.

Given the above, the mover and the seconder of the above-noted motion agreed to withdraw this motion but asked that the Mayor's Race Relations Committee not make a decision on a name change until the Advisory Council has had an opportunity to review the suggested names.

The Secretary was asked to obtain a list of all suggested names for the Committee and the Council and to place this matter on the next Agenda of the Advisory Council for discussion and input.

Sandra Wilson, Vice-Chairperson wished to have it on record that the decision for a name change should be a joint decision between the Mayor's Race Relations Committee and the Mayor's Race Relations Advisory Council.

b) Justice and Education Conference on Racial Discrimination

Tyrone Childs wished to bring to the Committee's attention that the date for the Justice and Education Conference on Racial Discrimination to be held in Halifax has been changed from 1994 March 18 - 22 to 1994 June 11 - 13.

5. Chairperson's Report

Given the time constraints of the meeting no Chairperson's Report was made.

6. Sub-Committee Reports

Given the time constraints of the meeting no Sub-Committee Reports were presented.

7. Other Business

a) Mandatory Employment Equity

Ken Stone reminded Committee members of his Notice of Motion made at the last meeting respecting mandatory Employment Equity.

Given the above, the following motion was made:

That the Mayor's Race Relations Advisory Council endorse in principle, the need for mandatory Employment Equity legislation.

Considerable discussion ensued with respect to this matter and the Committee approved the following:

That the above-noted motion be tabled to the next meeting of the Mayor's Race Relations Advisory Council in order that members of the Mayor's Race Relations Committee and the Mayor's Race Relations Advisory Council can attend a Workshop on Employment Equity which will be held before the next meeting which may answer some of the questions Committee members have with respect to Employment Equity.

b) 1994 Jobs Ontario Youth Program

Eleanor Rodney announced that the 1994 Jobs Ontario Youth Program for summer employment for youths aged 15 to 24 will be starting within the next few weeks. Centres will be open at the YWCA, Barbados House, and St. Mary's Elementary School for 500 summer student jobs in the Hamilton area.

Committee members were asked to share this information with any students or employers who may want to take part in this program.

c) Letter to Hamilton Board of Education Re: Native Studies Program

Helen Probert suggested that a letter be sent to the Board of Education inquiring as to why the Board of Education has failed to take advantage of provincial funding to institute a Native Studies Program. The Committee approved the following:

That given the Board of Education's commitment to anti-racism and its race relations policy and given the fact that the Ontario Ministry of Education will completely fund Native Studies Projects to the extent of 100% coverage of classrooms, books, busing and teachers' salaries and given that the presence in Hamilton of a sizable native population who wants its children educated in native languages that a letter be sent to the Hamilton Board of Education inquiring as to why they have failed to take advantage of Ministry funding in instituting a Native Studies Program.

Although the above-noted recommendation was approved, the Committee felt that in future, that Committee members should be making a Notice of Motion for a future meeting which would give Committee members an opportunity to discuss this matter before the meeting.

d) International Day for the Elimination of Racial Discrimination

Doreen Johnson expressed her disappointment in the poor turn out of Committee and Advisory Council members at the International Day for the Elimination of Racial Discrimination and hoped that in future, Committee and Council members would support these events.

e) Letter of Appreciation for Presentation by Tyrone Childs

Sandra Wilson read to the Committee a letter dated 1994 March 29 from Lynette Fast expressing her appreciation to Tyrone Childs for his effective presentation on conflict resolution dialogue on racism. This letter was received as circulated and Tyrone Childs was congratulated for his presentation.

f) Letter from R. Gentles Re: Circumstances of Death of Rob Gentles in Prison

The Committee was in receipt of a letter from R. Gentles expressing concerns and frustrations over the circumstances of Rob Gentles death while serving a 2 1/2 year sentence in the Kingston Penitentiary.

After some discussion, the Committee approved the following:

That Mrs. Gentles be invited to attend a future meeting of the Mayor's Race Relations Advisory Council to discuss this matter further.

8. Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

**Michael Webber
Chairperson
Mayor's Race Relations Advisory Council**

Charlene Touzel
Acting Secretary

/br

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GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Mayor's Race Relations Committee

Monday, 1994 September 26

4:30 o'clock p.m.

Room 219, City Hall

Stella Glover,
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993

AGENDA

1. Minutes of Meeting held 1994 June 27 (attached)
2. Matters Arising
3. Co-Chairperson's Report
4. Advisory Council:
 - (a) Chairperson's Report
 - (b) Employment Equity (attached)
5. Sub-Committee Reports
6. Other Business
7. Adjournment

The Mayor's Race Relations Committee met.

There were present:

Marlene Thomas-Osbourne, Co-Chairperson
Alderman M. Kiss
Marc Haas
Mel Madamba
Monty Montomura
Santokh Pooni
William Shaffir
Sandra Wilson
Jackie Crerar
Harry Kandilas
Michael Webber

Regrets: Geoff Small

Also present: Jane Mulkewich, Co-ordinator, Community Relations, Hamilton-Wentworth Regional Police
Ken Balasubramaniam, Mayor's Race Relations Advisory Council
Stella Glover, Secretary

- a) The Chairperson introduced Jane Mulkewich the new Community Relations Co-ordinator with the Hamilton-Wentworth Regional Police. Ms. Mulkewich informed the Committee of her duties and responsibilities. She advised that the Hamilton-Wentworth Regional Police Human Resources Department were recruiting ten new constables, and that this was the first time these positions had been advertised. The Department was particularly interested in aboriginal, females and visible minorities and the requirements included grade 12 education, First Aid and CPR certificates.

Concern was expressed at the barrier created by the required certificates and Ms. Mulkevich is to take this feed back to the Department.

1. MINUTES OF MEETING

The Committee was in receipt of the minutes of the meeting held Monday, 1994 May 30 which were adopted as presented.

It was noted that the names of Jacqueline Crerar and Harry Kandilas had been added to the membership of the Mediation Sub-Committee in November, 1993.

2. CO-CHAIRPERSON'S REPORT

- a) Employment Equity Symposium

The Co-Chairperson reported on the Employment Equity Symposium which she stated had been a very good workshop but unfortunately had not been well attended by members. A follow-up will be arranged.

b) Meetings at Outside Locations

The Co-Chairperson referred to a recent Public Awareness Sub-Committee meeting arranged by Ken Balasubramaniam at the Hindu Temple which also had been poorly attended. A letter of thanks is to be sent to the Hindu Temple, the Sikh Sangat Temple and the Jewish Synagogue for their recent hosting of Public Awareness Sub-Committee meetings.

3. SUB-COMMITTEE REPORTS

(a) (i) Religious Head Gear

At this point, the Committee retired in-camera, at the request of the Mediation Committee Chairperson, Marc Haas, to discuss a confidential matter.

Resuming in open session, the Committee discussed a recent television interview in which racist comments had been made by members of the Hamilton Legion with regard to the wearing of religious head gear in Legion Halls.

It was noted that the decision not to allow such head gear had been rescinded at the National Level and a recommendation made to the Local Branches that this rule be rescinded.

The Committee agreed that a letter be sent to the President of Branch 163 of the Royal Canadian Legion inviting him to attend a meeting of the Mayor's Race Relations Committee to address concerns and questions which the Committee has with regard to remarks made during a November 30 1993 television news broadcast on the religious head gear issue.

(ii) Media Analysis

Mark Haas submitted a preliminary report of the Media Analysis currently being prepared. He stated that the final report will be completed in the first week of July. Discussion ensued on the distribution of the preliminary report and the Committee agreed that the Preliminary Report should remain with the Sub-Committee and not be distributed generally until finalized.

(b) Public Awareness Sub-Committee

Monty Montomura informed the Committee of a proposal to visit a Moslem Temple and possibly a Christian Church in the future. Mr. Montomura is also to attempt to arrange a visit to a Buddhist Temple. Details of future visits will be sent out well in advance and Mike Webber volunteered to obtain a speaker from the Catholic Church.

(c) **Mayor's Race Relations Advisory Council**

Michael Webber, Chairperson of the Advisory Council reported on the previous meeting of the Advisory Council at which time a presentation had been made by Mr. Lorne Ellis of Scouts Canada who had indicated that Scouts Canada would be happy to be involved with all communities if they were approached.

Mr. Webber informed the Committee that the Advisory Council had considered the six proposed new names for the Committee and were recommending to the Mayor's Race Relations that the Committee and Advisory Council name be changed to Mayor's Committee Against Racism and Discrimination.

The Committee agreed that the Committee consider this recommendation and agreed to recommend to City Council that the Mayor's Race Relations Committee name be changed to Mayor's Committee Against Racism and Discrimination to take effect with the new term of City Council.

4. **MINISTRY OF CITIZENSHIP**

The Committee agreed that the correspondence from the Ministry of Citizenship regarding the Stephen Lewis Report be circulated to members for information.

5. **OTHER BUSINESS**

- (a) The Committee was in receipt of correspondence from Hill Park Secondary School, Reverend John Johnston, Black Youth Achievements of Hamilton & Region Inc. and the Board of Education which they received for information.

(b) **Taxi Industry**

The Committee were advised of recent meetings between the Mayor, Geoff Small, Ken Stone and Brokers from the Taxi Industry with regard to complaints of discrimination in the taxi industry.

Recommendations were presented to the Taxi Advisory Committee in the previous week and were received and will be worked upon.

(c) **McMaster University Workshop**

The Co-Chairperson advised of a conference held June 18 and 19, 1994 at McMaster University entitled "The Gandhian Paradigm of Power" which had been attended by herself and the Chairperson of the Advisory Council.

The Committee agreed that the sum of \$100 be approved for attendance by the Co-Chairperson of the Mayor's Race Relations Committee and the Chairperson of the Mayor's Race Relations Advisory Council at the Gandhian Paradigm of Power Workshop at McMaster University held June 18 and 19, 1994.

6. **ADJOURNMENT**

There being no further business, the meeting then adjourned.

Taken as read and approved

**Marlene Thomas Osbourne
Co-Chairperson, Mayor's Race Relations Committee**

Stella Glover, Secretary

4 (b)

CITY OF HAMILTON
- RECOMMENDATION -

DATE: 1994 September 20

REPORT TO: Stella Glover, Secretary,
Mayor's Race Relations Committee

FROM: Stella Glover, Secretary,
Mayor's Race Relations Advisory Council

SUBJECT: Employment Equity

RECOMMENDATION:

That the Mayor's Race Relations Committee endorse in principle, the need for Mandatory Employment Equity Legislation.

BACKGROUND:

Stella Glover

At its meeting of 1994 September 09 the Mayor's Race Relations Advisory Council was in receipt of a recommendation "That the Mayor's Race Relations Advisory Council endorse in principle, the need for Mandatory Employment Equity."

However, in view of the fact that the Advisory Council role is to advise and make recommendation to the Committee, the Advisory Council agreed, after some discussion, to make the foregoing recommendation to the Mayor's Race Relations Committee.

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NOTICE OF MEETING

Mayor's Race Relations Committee

Monday, 1994 October 24

4:30 o'clock p.m.

Room 219, City Hall

URBAN MUNICIPAL

OCT 20 1994

GOVERNMENT DOCUMENTS

A handwritten signature in black ink that reads "Stella Glover".

Stella Glover,
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993

AGENDA

1. Minutes of Meeting:
 - a) 1994 June 27 (attached)
 - b) 1994 September 26 (attached)
2. Matters Arising
3. Dennis McIndless - Taxi Advisory Sub-Committee
4. Co-Chairperson's Report

5. Advisory Council:

- (a) Chairperson's Report
- (b) Employment Equity (attached)

6. Sub-Committee Reports

7. Other Business

8. Adjournment

The Mayor's Race Relations Committee met.

There were present:

Mayor R. M. Morrow, Co-Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Alderman M. Kiss
Marc Haas
Mel Madamba
Monty Montomura
Santokh Pooni
William Shaffir
Sandra Wilson
Jackie Crerar
Harry Kandilas
Michael Webber

1 (a)

Regrets:

Geoff Small

Also present:

Jane Mulkewich, Co-ordinator, Community Relations, Hamilton-Wentworth Regional Police
Ken Balasubramaniam, Mayor's Race Relations Advisory Council
Stella Glover, Secretary

- a) The Chairperson introduced Jane Mulkewich the new Community Relations Co-ordinator with the Hamilton-Wentworth Regional Police. Ms. Mulkewich informed the Committee of her duties and responsibilities. She advised that the Hamilton-Wentworth Regional Police Human Resources Department were recruiting ten new constables, and that this was the first time these positions had been advertised. The Department was particularly interested in aboriginal, females and visible minorities and the requirements included grade 12 education, First Aid and CPR certificates.

Concern was expressed at the barrier created by the required certificates and Ms. Mulkevich is to take this feed back to the Department.

1. MINUTES OF MEETING

The Committee was in receipt of the minutes of the meeting held Monday, 1994 May 30 which were adopted as presented.

It was noted that the names of Jacqueline Crerar and Harry Kandilas had been added to the membership of the Mediation Sub-Committee in November, 1993.

2. CO-CHAIRPERSON'S REPORT

- a) Employment Equity Symposium

The Co-Chairperson reported on the Employment Equity Symposium which she stated had been a very good workshop but unfortunately had not been well attended by members. A follow-up will be arranged.

b) Meetings at Outside Locations

The Co-Chairperson referred to a recent Public Awareness Sub-Committee meeting arranged by Ken Balasubramaniam at the Hindu Temple which also had been poorly attended. A letter of thanks is to be sent to the Hindu Temple, the Sikh Sangat Temple and the Jewish Synagogue for their recent hosting of Public Awareness Sub-Committee meetings.

3. SUB-COMMITTEE REPORTS

(a) (i) Religious Head Gear

At this point, the Committee retired in-camera, at the request of the Mediation Committee Chairperson, Marc Haas, to discuss a confidential matter.

Resuming in open session, the Committee discussed a recent television interview in which racist comments had been made by members of the Hamilton Legion with regard to the wearing of religious head gear in Legion Halls.

It was noted that the decision not to allow such head gear had been rescinded at the National Level and a recommendation made to the Local Branches that this rule be rescinded.

The Committee agreed that a letter be sent to the President of Branch 163 of the Royal Canadian Legion inviting him to attend a meeting of the Mayor's Race Relations Committee to address concerns and questions which the Committee has with regard to remarks made during a November 30 1993 television news broadcast on the religious head gear issue.

(ii) Media Analysis

Mark Haas submitted a preliminary report of the Media Analysis currently being prepared. He stated that the final report will be completed in the first week of July. Discussion ensued on the distribution of the preliminary report and the Committee agreed that the Preliminary Report should remain with the Sub-Committee and not be distributed generally until finalized.

(b) Public Awareness Sub-Committee

Monty Montomura informed the Committee of a proposal to visit a Moslem Temple and possibly a Christian Church in the future. Mr. Montomura is also to attempt to arrange a visit to a Buddhist Temple. Details of future visits will be sent out well in advance and Mike Webber volunteered to obtain a speaker from the Catholic Church.

(c) **Mayor's Race Relations Advisory Council**

Michael Webber, Chairperson of the Advisory Council reported on the previous meeting of the Advisory Council at which time a presentation had been made by Mr. Lorne Ellis of Scouts Canada who had indicated that Scouts Canada would be happy to be involved with all communities if they were approached.

Mr. Webber informed the Committee that the Advisory Council had considered the six proposed new names for the Committee and were recommending to the Mayor's Race Relations that the Committee and Advisory Council name be changed to Mayor's Committee Against Racism and Discrimination.

The Committee agreed that the Committee consider this recommendation and agreed to recommend to City Council that the Mayor's Race Relations Committee name be changed to Mayor's Committee Against Racism and Discrimination to take effect with the new term of City Council.

4. **MINISTRY OF CITIZENSHIP**

The Committee agreed that the correspondence from the Ministry of Citizenship regarding the Stephen Lewis Report be circulated to members for information.

5. **OTHER BUSINESS**

- (a) The Committee was in receipt of correspondence from Hill Park Secondary School, Reverend John Johnston, Black Youth Achievements of Hamilton & Region Inc. and the Board of Education which they received for information.

(b) **Taxi Industry**

The Committee were advised of recent meetings between the Mayor, Geoff Small, Ken Stone and Brokers from the Taxi Industry with regard to complaints of discrimination in the taxi industry.

Recommendations were presented to the Taxi Advisory Committee in the previous week and were received and will be worked upon.

(c) **McMaster University Workshop**

The Co-Chairperson advised of a conference held June 18 and 19, 1994 at McMaster University entitled "The Gandhian Paradigm of Power" which had been attended by herself and the Chairperson of the Advisory Council.

The Committee agreed that the sum of \$100 be approved for attendance by the Co-Chairperson of the Mayor's Race Relations Committee and the Chairperson of the Mayor's Race Relations Advisory Council at the Gandhian Paradigm of Power Workshop at McMaster University held June 18 and 19, 1994.

6. **ADJOURNMENT**

There being no further business, the meeting then adjourned.

Taken as read and approved

**Marlene Thomas Osbourne
Co-Chairperson, Mayor's Race Relations Committee**

Stella Glover, Secretary

The Mayor's Race Relations Committee met.

1 (b)

There were present: Marlene Thomas Osbourne, Chairperson
Alderman Mary Kiss
Monty Motomura
Jackie Crerar
Santokh Pooni
Sandra Wilson

Also present: Dr. Frank Cooke, Hamilton Board of Education
Joe Oliver
Mary Cahill
Scouter Ward, Anti-Racism Secretariat
Stella Glover, Secretary, Mayor's Race Relations Committee

Marlene Thomas Osbourne took the Chair and welcomed everyone back from the summer recess. She introduced Joe Oliver from the Gay and Lesbian Community and invited him to attend future meetings.

1. MINUTES OF MEETING

Item 5(b) - The name of Marlene Thomas Osbourne was added to those attending meetings with the taxi industry regarding complaints of discrimination.

The minutes of meeting held 1994 June 27 were adopted as amended.

2. MATTERS ARISING

Jackie Crerar drew attention to a recent contract which had been signed by a member of the Committee and suggested that a policy be put in place restricting persons from signing contracts, and from speaking on behalf of the Committee, without prior permission.

It was noted that a resolution to this effect had already been passed by the Committee, although it was not included in the Membership Guidelines and Terms of Reference.

Santokh Pooni enquired as to the status of the letter to the Royal Canadian Legion and was advised by the Chairperson that the Mayor will be reporting to the Committee in this regard.

3. PRESENTATION BY DR. FRANK COOKE

At this point the Chairperson introduced Dr. Frank Cooke, who represented the Hamilton Board of Education. Dr. Cooke addressed the Committee and referred to comments made in a recent Spectator article with regard to the Native Studies Programme.

He gave the background to previous reports and a survey which had been carried out in this regard.

It was noted that of 37,000 questionnaires which had been sent out by the Board of Education, only 238 people had responded. This ultimately resulted in 20 students spread

over six grades in two schools. It was noted that, at that time, no grant money was available for transportation and this had become a critical issue, together with the fact that once a programme was in effect it could not be suspended for 12 - 13 years.

Dr. Cooke said he will be meeting with the Hamilton Regional Indian Centre on October 13 to ask them to assist him in preparing a questionnaire and to make sure questions were appropriate and worded appropriately. If enough students and parents were interested the matter will be referred back to the Trustees to discuss pilots at particular schools.

Dr. Cooke referred to the selection procedure for materials used in classrooms and advised that he would make copies of any of the literature referred to this evening available to the Committee.

At this point Dr. Cooke answered questions and received comments from the Committee. The Committee discussed the change of attitude which had been perceived in the last 10 years whereby more Native Canadians were interested in learning Native language. Concern was expressed that the proposed course could single children out as of Native heritage and parents would not wish their children to be exposed to stereotyping and possible racial slurs. A suggestion was made that some consultation be undertaken with the students before the survey was sent out.

Attention was drawn to the fact that the person quoted in the recent newspaper article with regard to the Native Studies Programme was in fact speaking as an individual and not authorized to speak on behalf of the Committee.

The Chairperson thanked Dr. Cooke for taking the time to attend the meeting and for his extremely informative presentation. At this point Dr. Cooke left the meeting.

4. CO-CHAIRPERSON'S REPORT

(a) Awards Evening

The Co-Chairperson advised the Committee of the work of the Awards Evening Planning Committee to date. Ed Broadbent had been invited to speak and confirmation was awaited in this regard.

It was noted that information had been circulated to members of the Committee and that the location of the Awards Evening would be the Temple Anshe Sholom.

(b) Name Change

The Co-Chairperson advised the Committee that City Council had approved the change of Committee name from Mayor's Race Relations Committee to Mayor's Committee Against Racism and Discrimination and that this will take effective with the new term of Council.

At this point the Co-Chairperson drew attention to the existing Terms of Reference for the Committee and said she would like to see the Terms of Reference expanded to include Gays and Lesbians. Scouter Ward said he felt this would be appropriate in order to keep up with changes which the Provincial Government had made in the Human Rights Code and to let the community know that the Committee was in existence for all forms of discrimination.

It was noted that any changes to the Terms of Reference must be approved by City Council.

The Committee agreed that the Membership Chairperson should call a meeting as soon as possible, to which all members of the Committee and the Advisory Council would be invited. Draft revisions to the Membership Guidelines and Terms of Reference are to be discussed and brought back to the Mayor's Race Relations Committee for consideration.

5. **ADVISORY COUNCIL**

(a) **Chairperson's Report**

Sandra Wilson gave a brief report on behalf of the Chairperson, Michael Webber, who was unable to attend the meeting. Sandra thanked the Committee for sponsoring members at the Sir John A. MacDonald Symposium the previous week-end and reported on the Conference. She expressed concern that no members of visible minorities were on the panel and said that it was not sufficient to simply talk about issues.

Jackie Crerar expressed concern at the negative media coverage which had focused on young people, violence, and how the police will arrest 14 year olds, rather than on the positive aspects of the many worthwhile workshops and the dignitaries who had attended.

Scouter Ward suggested that Committee members may wish to prepare their own reports on future events in order to highlight the positives, and it was suggested that the Media Sub-Committee may undertake this project.

The Co-Chairperson requested that a letter be sent to the Police Services Board from the Chairpersons with regard to the recent assaults on Sikhs.

(b) **Employment Equity**

Due to the lack of a quorum, this item was tabled until the next meeting.

6. **SUB-COMMITTEE REPORTS**

Due to the summer recess, there were no Sub-Committee reports at this time.

7. **OTHER BUSINESS**

(a) Scouter Ward informed the Committee of a change in the approach of the Ministry of Citizenship and circulated copies of a newspaper article with regard to anti-racism funding available, in particular to smaller groups.

(b) The Committee was advised of a 125th Birthday Anniversary Celebration of Muhatma Gandhi at City Hall on Sunday, October 2 commencing with a Peace Walk from Dundurn Castle at 10:00 a.m., and a panel discussion on Monday, October 3 from 7:00 - 9:00 p.m at the Health Science Centre at McMaster University .

8. ADJOURNMENT

There being no further business, the meeting then adjourned.

Taken as read and approved.

Marlene Thomas Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

/jt

5 (b)

CITY OF HAMILTON
- RECOMMENDATION -

DATE: 1994 September 20

REPORT TO: Stella Glover, Secretary,
Mayor's Race Relations Committee

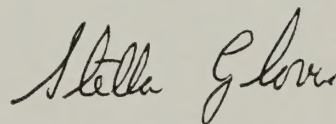
FROM: Stella Glover, Secretary,
Mayor's Race Relations Advisory Council

SUBJECT: Employment Equity

RECOMMENDATION:

That the Mayor's Race Relations Committee endorse in principle, the need for Mandatory Employment Equity Legislation.

BACKGROUND:



At its meeting of 1994 September 09 the Mayor's Race Relations Advisory Council was in receipt of a recommendation "That the Mayor's Race Relations Advisory Council endorse in principle, the need for Mandatory Employment Equity."

However, in view of the fact that the Advisory Council role is to advise and make recommendation to the Committee, the Advisory Council agreed, after some discussion, to make the foregoing recommendation to the Mayor's Race Relations Committee.

2 (b)

CITY OF WASHINGTON

RECOMMENDATION

DATE: 1964 February 13

REPORT TO: The Mayor, District of Columbia
Subject: The District of Columbia

FROM: The District of Columbia
Subject: The District of Columbia

REMARKS: The District of Columbia
Subject: The District of Columbia

RECOMMENDATION

That the Mayor of the District of Columbia
Recommend: The District of Columbia

Handwritten signature

RECOMMENDATION

As the result of the District of Columbia
Recommend: The District of Columbia

However, it was found that the District of Columbia
Recommend: The District of Columbia



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